

Annual Staffing Data 2021/22 reporting year



Staff in post headcount and FTE summaries - staff in post as at 31 July

Table 1:	Headcount by staff group and grade group
Table 2:	Full time equivalent (FTE) by staff group and grade group
Table 3:	Headcount of full time and part time staff by year
Table 4:	Headcount of full time and part time staff by year, expressed as a percentage
Table 5:	Headcount by division and staff group
Table 6:	Full time equivalent (FTE) by division and staff group
Figure 1:	Change in headcount by staff group in 2021 compared with 2020, expressed as a percentage
Figure 2:	Headcount by staff group as a percentage of the total headcount
Figure 3:	Headcount of all part time staff by staff group, expressed as a percentage of all part time staff
Figure 4:	Headcount by staff group showing proportion of part time and full time staff in the group
Figure 5:	Full time equivalent (FTE) by staff group
Figure 6:	Headcount by division
Figure 7:	Full time equivalent (FTE) by division
Figure 8a:	Headcount by division and staff group shown as a percentage of all staff in the division
Figure 8b:	Headcount by division and staff group shown as a percentage of all staff in the division

Staff in post nationality - staff in post as at 31 July

Table 7:	Top five 'Other' nationalities
Figure 9:	Headcount by nationality group
Figure 10:	Nationality group shown as a percentage of total divisional headcount
Figure 11:	Nationality group shown as a percentage of total grade group headcount

Staff in post funding - staff in post as at 31 July

Table 8:	Headcount by staff group, grade group and majority source of funding for basic salary
Figure 12:	Majority source of funding for basic salary by staff group
Figure 13:	Headcount by funding source and year

Staff in post age profiles - staff in post as at 31 July

Figure 14:	Age distribution by staff group as a percentage of total group headcount
Figure 15:	Age distribution by division as a percentage of total divisional headcount

Staff in post sex profiles - staff in post as at 31 July

Table 9:	Sex profile of academic staff by division
Table 10:	Sex profile of clinical and non-clinical academic staff
Figure 16:	Headcount profile by age band and sex
Figure 17:	FTE profile by sex and staff group
Figure 18:	FTE profile by sex, staff group and grade group excluding Academic & Research staff
Figure 19:	Sex profile of academic staff by division
Figure 20:	Sex profile of clinical and non-clinical academic staff
Figure 21:	Sex profile by staff group for three academic years

Staff in post ethnicity profiles - staff in post as at 31 July

Figure 22:	Ethnicity profile by staff group
Figure 23:	Percentage of all University staff shown across BME ethnicity groups and grade group

Staff in post disability profiles - staff in post as at 31 July

Figure 24:	Declared disability profile by staff group
Figure 25:	Declared disability and sex profile by staff group

Leavers and turnover

Table 11:	Turnover of staff on permanent contracts for 12 months to 31 July
Table 12:	Reason for leaving by staff group - all employees
Figure 26:	Reason for leaving by sex - all employees

Professional distinction titles

Figure 27:	Sex profile of staff with a distinction title of Professor by division and year
Figure 28a:	Applications for Recognition of Distinction by sex
Figure 28b:	Titles awarded in the Recognition of Distinction by sex
Figure 29:	Titles awarded in the Recognition of Distinction by sex and division

Notes

- The source of the data is PeopleXD unless otherwise stated in table or figure captions.
- Data include employees on fixed-hours Chancellor, Masters and Scholars contracts.
- Figures do not include variable hours employees, casual workers, Temporary Staffing Service workers, agency workers, or Personal Services Companies.
- Oxford Institute for Population Ageing is included in the Social Sciences division in these tables and figures.
- Full Time Equivalents (FTE) are rounded to one decimal place.

Data Definitions

Headcount – a count of unique contracts of employment

Staff group – a grouping of contracts by role type, defined by the Staff Classification Guide available via the website: <https://hrsystems.admin.ox.ac.uk/staff-classification-page>

Grade group – a grouping of contracts by both grade and role.

- Academic: contracts on academic staff classification code AC.
- Research: contracts on staff classification code AP or AR.
- Academic-related: contracts in grades 6+ and not on staff classification codes AC, AP, or AR.
- Support: contracts in grades 1-5 and not on staff classification codes AC, AP, or AR

Table 1: Headcount by staff group and grade group (staff in post as at 31 July 2021 & 2022 compared)

Staff Group	Grade Group	Headcount		Change in Headcount		% Change in Headcount	
		2021	2022	2021	2022	2021	2022
Academic	Academic	1,955	2,032	-15	77	-0.8%	3.9%
Research	Research	4,840	4,833	-58	-7	-1.2%	-0.1%
Teaching & Research Support	Academic-related	1,011	1,092	53	81	5.5%	8.0%
	Support	12	7	-5	-5	-29.4%	-41.7%
Professional, Administrative & Clerical	Research	1		0	-1	0.0%	-100.0%
	Academic-related	2,391	2,514	106	123	4.6%	5.1%
	Support	1,236	1,236	-74	0	-5.6%	0.0%
Finance - Professional & Support	Academic-related	319	327	20	8	6.7%	2.5%
	Support	225	220	1	-5	0.4%	-2.2%
Computing - Professional & Support	Academic-related	746	738	-6	-8	-0.8%	-1.1%
	Support	92	91	5	-1	5.7%	-1.1%
Library - Professional & Support	Academic-related	170	181	4	11	2.4%	6.5%
	Support	306	287	-35	-19	-10.3%	-6.2%
Museum - Professional & Support	Academic-related	68	81	-2	13	-2.9%	19.1%
	Support	69	79	-2	10	-2.8%	14.5%
Technical & Crafts	Academic-related	125	136	-15	11	-10.7%	8.8%
	Support	436	420	-18	-16	-4.0%	-3.7%
Ancillary	Academic-related	20	24	-2	4	-9.1%	20.0%
	Support	550	543	-52	-7	-8.6%	-1.3%
Grand Total		14,572	14,841	-95	269	-0.6%	1.8%

Figure 1: Change in headcount by staff group in 31 July 2022 compared to previous year, expressed as a percentage.

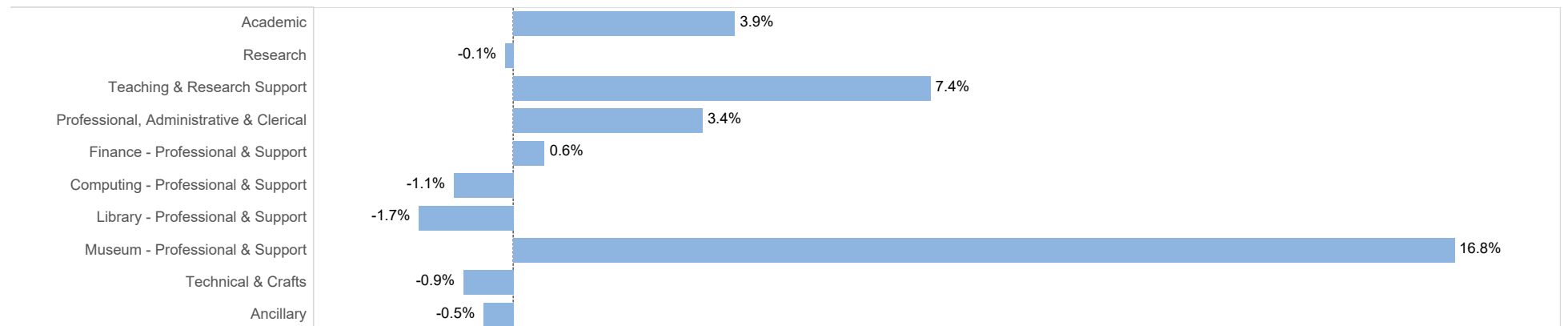


Figure 2: Headcount by staff group as a percentage of the total headcount (staff in post as at 31 July 2022)

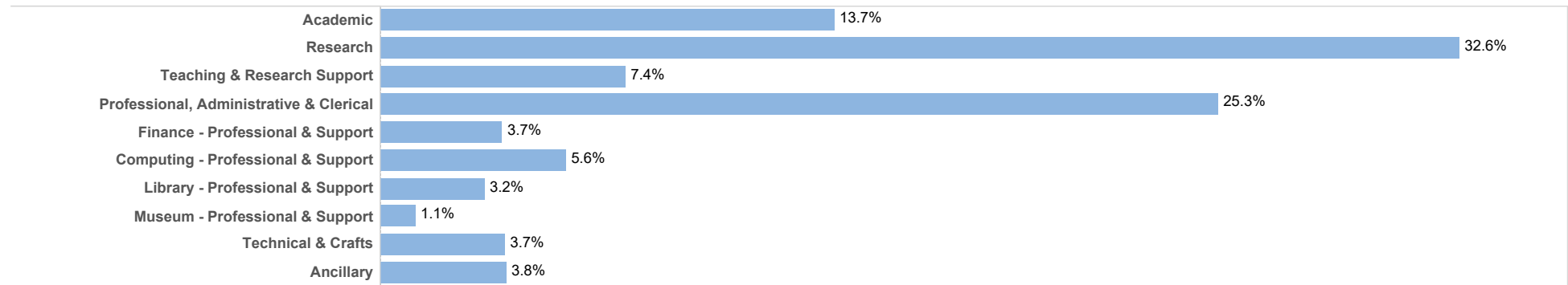


Figure 3: Headcount of all part time staff by staff group, expressed as a percentage of all part time staff (staff in post as at 31 July 2022)

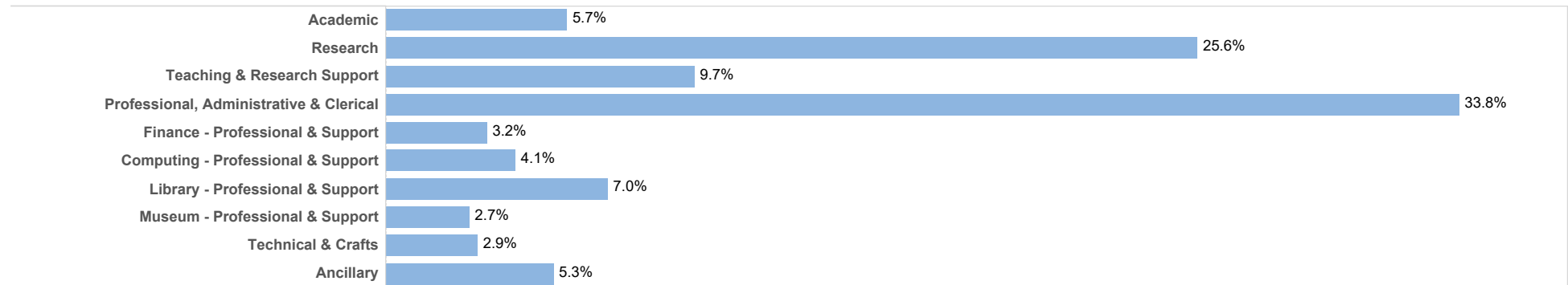


Figure 4: Headcount by staff group showing proportion of part time and full time staff in the group (staff in post as at 31 July 2022)

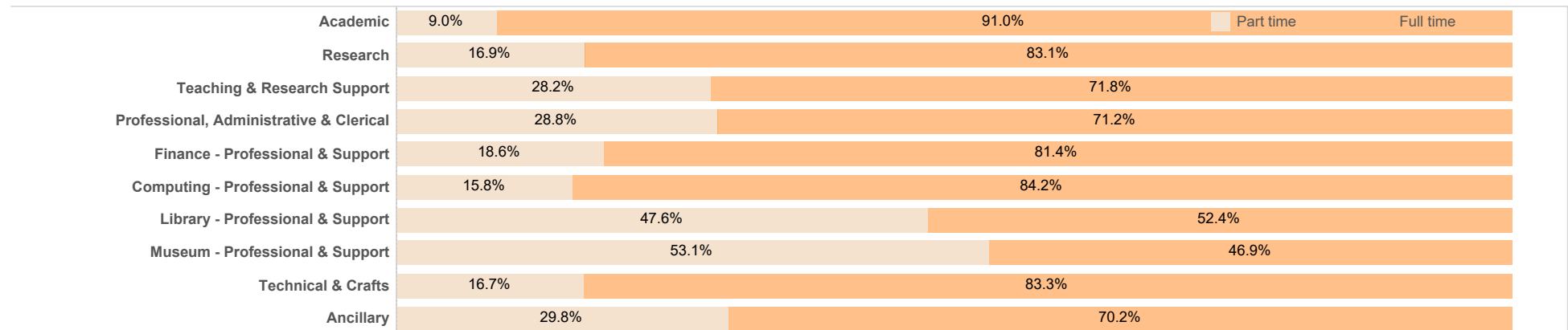


Table 2: Full time equivalent (FTE) by staff group and grade group (as at 31 July 2021 & 2022)

Staff Group	Grade Group	Full time equivalent (FTE)		Change in FTE		% Change in FTE	
		2021	2022	2021	2022	2021	2022
Academic	Academic	1,871.7	1,949.0	-16.9	77.3	-0.9%	4.1%
Research	Research	4,453.1	4,441.8	-81.2	-11.2	-1.8%	-0.3%
Teaching & Research Support	Academic-related	886.3	952.7	47.6	66.4	5.7%	7.5%
	Support	8.9	5.4	-1.6	-3.5	-14.9%	-39.3%
Professional, Administrative & Clerical	Research	0.3		0.0	-0.3	0.0%	-100.0%
	Academic-related	2,193.0	2,295.8	95.5	102.8	4.6%	4.7%
	Support	1,055.0	1,063.4	-47.7	8.4	-4.3%	0.8%
Finance - Professional & Support	Academic-related	309.1	318.4	22.5	9.4	7.8%	3.0%
	Support	199.6	198.5	0.3	-1.1	0.2%	-0.6%
Computing - Professional & Support	Academic-related	709.3	699.6	-4.0	-9.7	-0.6%	-1.4%
	Support	87.9	86.8	5.3	-1.1	6.4%	-1.3%
Library - Professional & Support	Academic-related	144.5	152.5	4.6	8.1	3.3%	5.6%
	Support	197.1	185.4	-26.4	-11.7	-11.8%	-5.9%
Museum - Professional & Support	Academic-related	59.9	71.8	1.1	11.8	1.9%	19.8%
	Support	56.1	61.4	-0.1	5.2	-0.1%	9.3%
Technical & Crafts	Academic-related	116.1	127.2	-14.7	11.1	-11.2%	9.6%
	Support	409.6	392.9	-18.9	-16.8	-4.4%	-4.1%
Ancillary	Academic-related	19.4	23.4	-1.8	4.0	-8.5%	20.7%
	Support	483.0	474.5	-43.9	-8.6	-8.3%	-1.8%
Grand Total		13,259.8	13,500.3	-80.2	240.5	-0.6%	1.8%

Figure 5: Full time equivalent (FTE) by staff group (as at 31 July 2022)

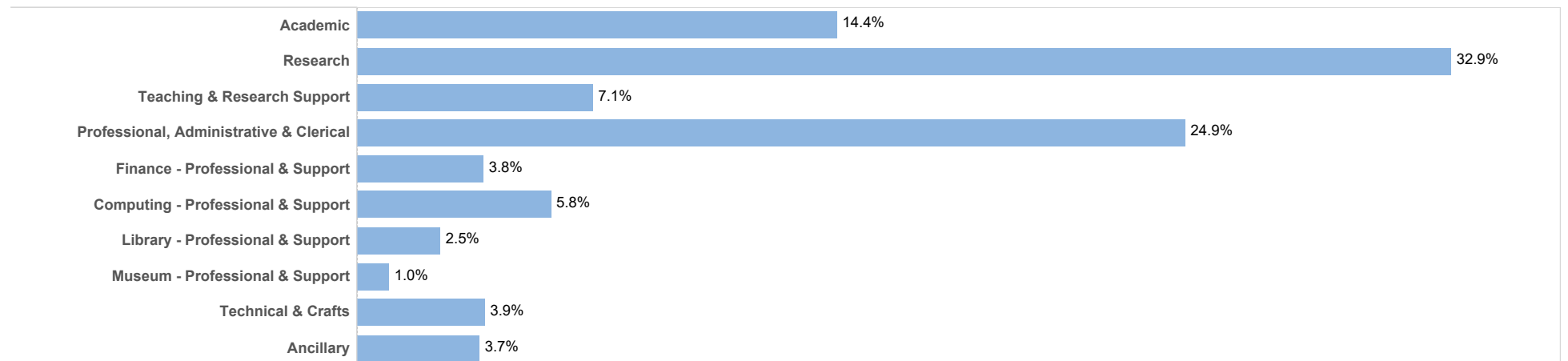


Table 3: Headcount of full time and part time staff by year (staff in post as at 31 July)

Grade Group	2020		2021		2022	
	Full time	Part time	Full time	Part time	Full time	Part time
Academic	1,793	177	1,773	182	1,850	182
Research	4,133	766	4,026	815	4,017	816
Academic-related	3,550	1,142	3,723	1,127	3,880	1,213
Support	2,018	1,088	1,913	1,013	1,904	979
Grand Total	11,494	3,173	11,435	3,137	11,651	3,190

Table 4: Headcount of full time and part time staff by year, expressed as a percentage (staff in post as at 31 July)

Grade Group	2020		2021		2022	
	Full time	Part time	Full time	Part time	Full time	Part time
Academic	91.0%	9.0%	90.7%	9.3%	91.0%	9.0%
Research	84.4%	15.6%	83.2%	16.8%	83.1%	16.9%
Academic-related	75.7%	24.3%	76.8%	23.2%	76.2%	23.8%
Support	65.0%	35.0%	65.4%	34.6%	66.0%	34.0%
Grand Total	78.4%	21.6%	78.5%	21.5%	78.5%	21.5%

Table 5: Headcount by division and staff group (staff in post as at 31 July 2022)

Division	Academic	Research	Teaching & Research Support	Professional, Administrative & Clerical	Finance - Professional & Support	Computing - Professional & Support	Library - Professional & Support	Museum - Professional & Support	Technical & Crafts	Ancillary	Grand Total
Medical Sciences	310	2,828	720	1,000	172	250			306	68	5,654
Social Sciences	560	524	127	696	62	60			19	46	2,094
Maths, Physical & Life Sciences	549	1,232	129	457	78	112	4	1	174	60	2,796
Humanities	548	220	63	207	20	26	2	2	3	5	1,096
Continuing Education	37	1	14	108	8	12			3	24	207
Gardens, Libraries & Museums	28	26	22	206	18	55	460	157	24	132	1,128
University Administration & Services		2	24	1,076	189	314	2		27	232	1,866
Grand Total	2,032	4,833	1,099	3,750	547	829	468	160	556	567	14,841

Table 6: Full time equivalent (FTE) by division and staff group (staff in post as at 31 July 2022)

Division	Academic	Research	Teaching & Research Support	Professional, Administrative & Clerical	Finance - Professional & Support	Computing - Professional & Support	Library - Professional & Support	Museum - Professional & Support	Technical & Crafts	Ancillary	Grand Total
Medical Sciences	283.9	2,610.8	653.3	898.4	164.5	235.5			286.4	62.3	5,195.1
Social Sciences	542.5	453.1	103.6	624.3	56.9	57.5			16.0	39.9	1,893.8
Maths, Physical & Life Sciences	530.7	1,166.5	113.4	411.3	73.9	109.7	2.0	1.0	166.0	53.5	2,628.0
Humanities	533.4	188.6	47.3	171.4	18.7	21.5	0.6	1.5	2.0	3.5	988.5
Continuing Education	31.7	1.0	7.7	91.0	7.6	11.4			2.3	18.0	170.7
Gardens, Libraries & Museums	26.8	21.4	9.7	179.4	16.3	50.6	333.7	130.6	20.6	100.7	889.7
University Administration & Services		0.4	23.1	983.5	179.0	300.2	1.6		26.8	220.0	1,734.5
Grand Total	1,949.0	4,441.8	958.1	3,359.2	516.9	786.4	337.9	133.1	520.1	497.8	13,500.3

Figure 6: Headcount by division (staff in post as at 31 July each year)

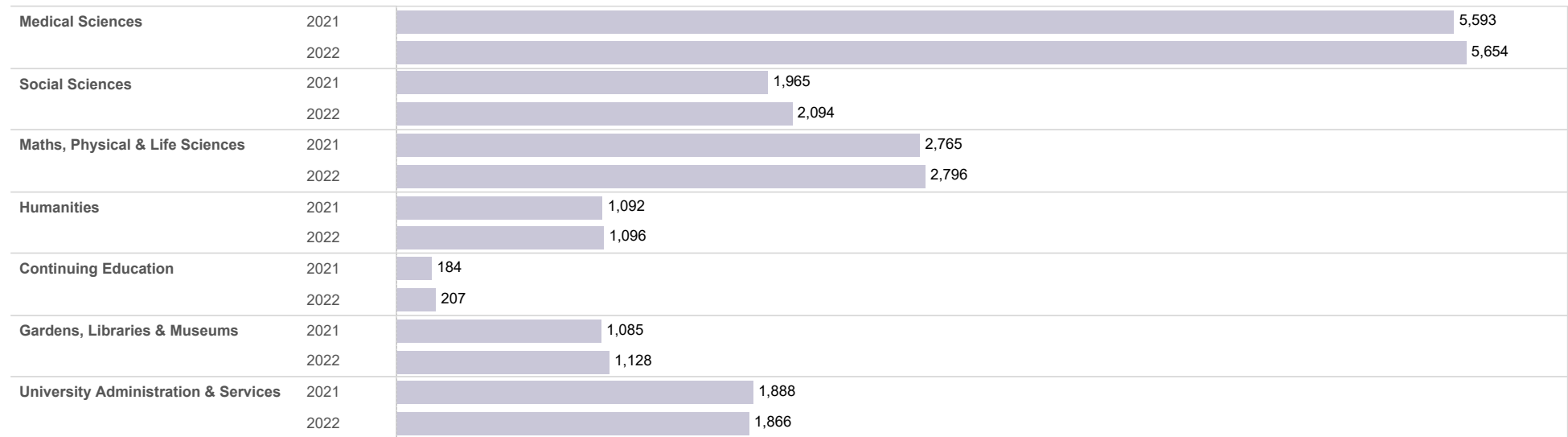


Figure 7: Full time equivalent (FTE) by division (as at 31 July each year)

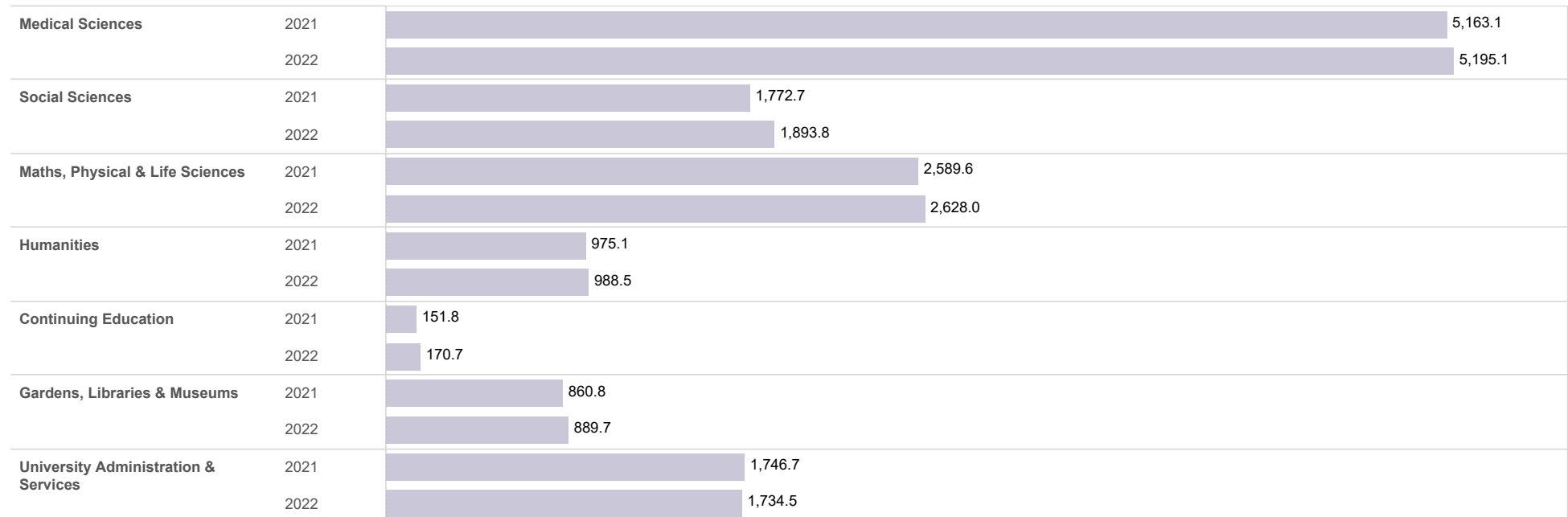


Figure 8a: Headcount by division and staff group shown as a percentage of all staff in the division (staff in post as 31 July 2022)

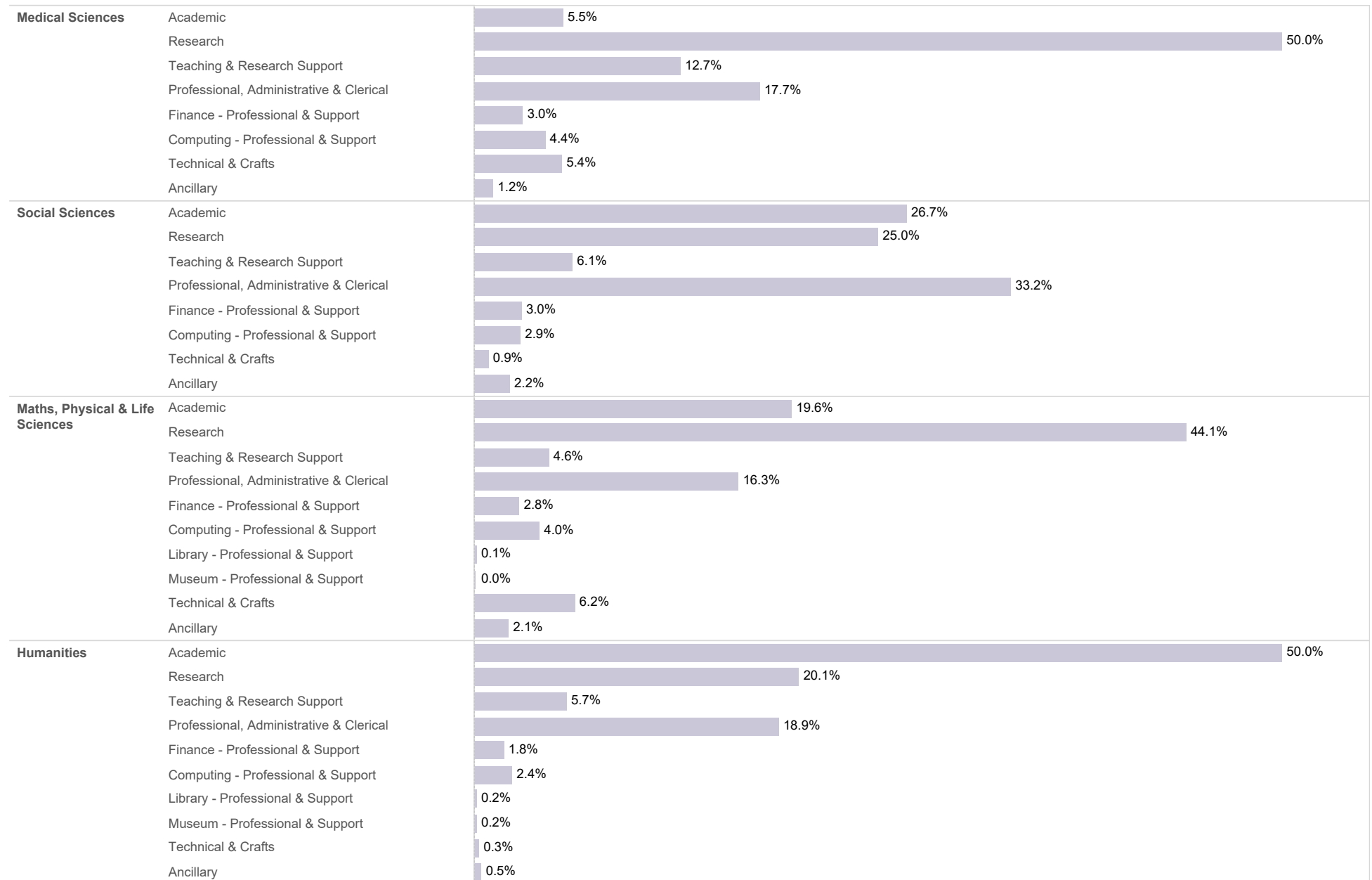


Figure 8b: Headcount by division and staff group shown as a percentage of all staff in the division (staff in post as 31 July 2022)

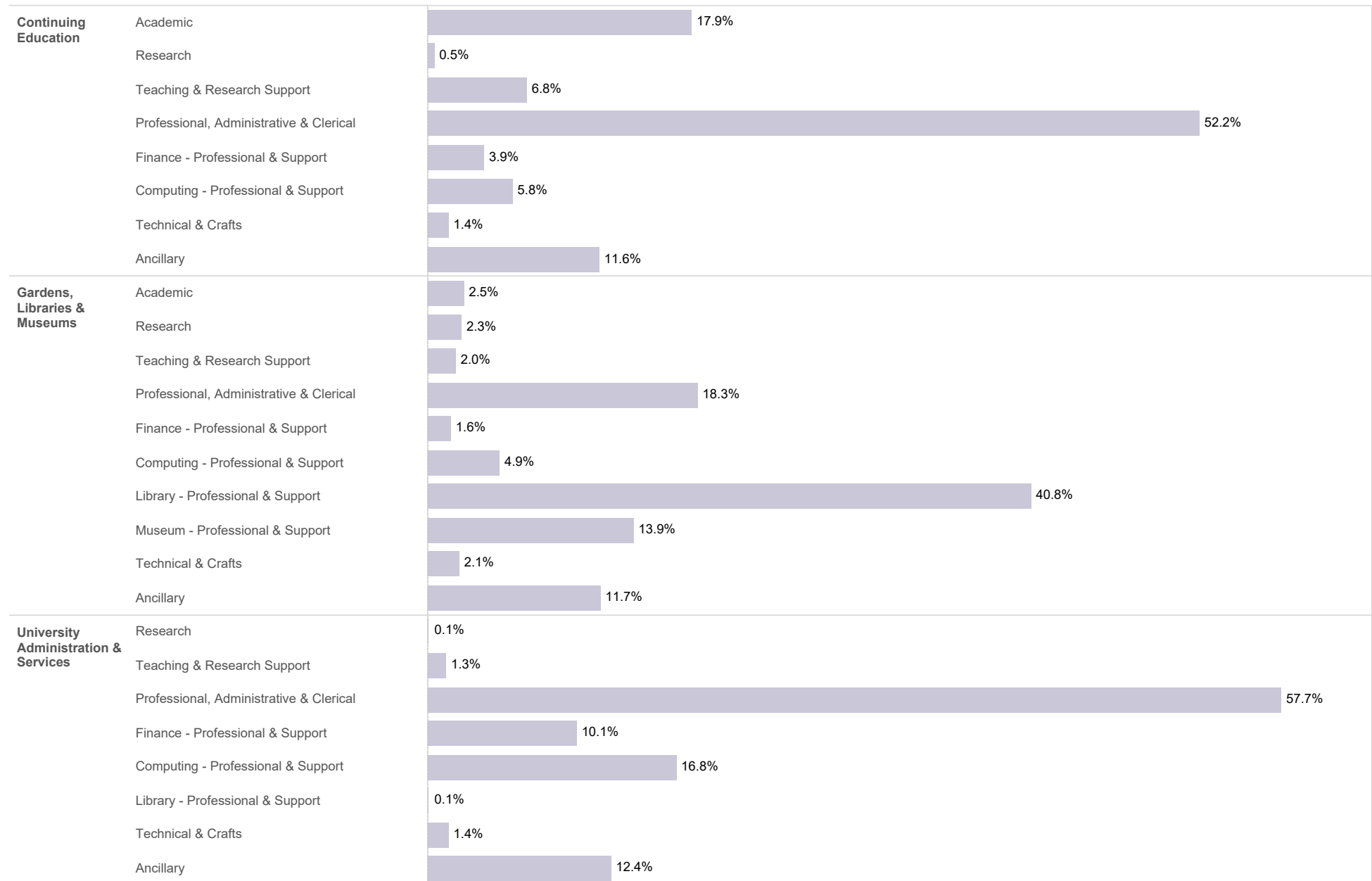


Figure 9: Headcount by nationality group (staff in post as at 31 July 2022)

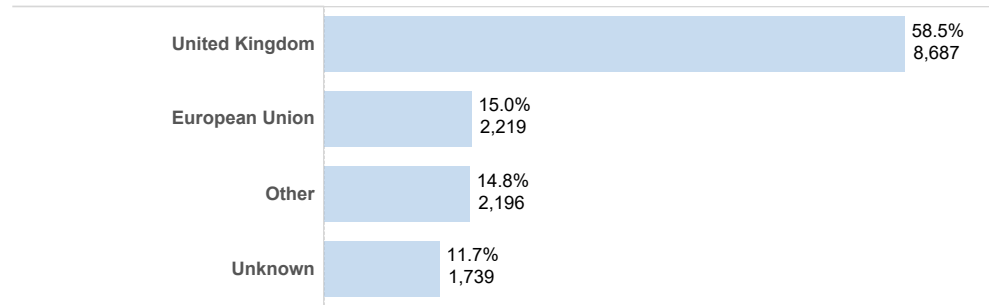


Table 7: Top five 'Other' nationalities (31 July 2022)

Nationality	Headcount	% of 'Other' group
United States	403	18.4%
China	329	15.0%
India	218	9.9%
Australia	165	7.5%
Canada	123	5.6%

Figure 10: Nationality group shown as a percentage of total divisional headcount (staff in post as at 31 July 2022)

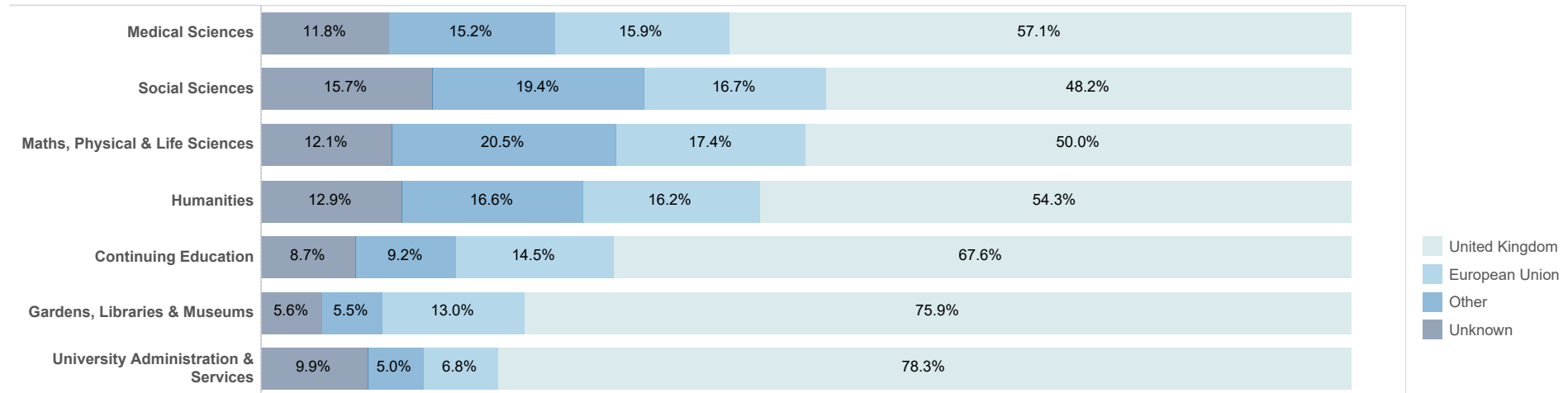


Figure 11: Nationality group shown as a percentage of total grade group headcount (staff in post as at 31 July 2022)

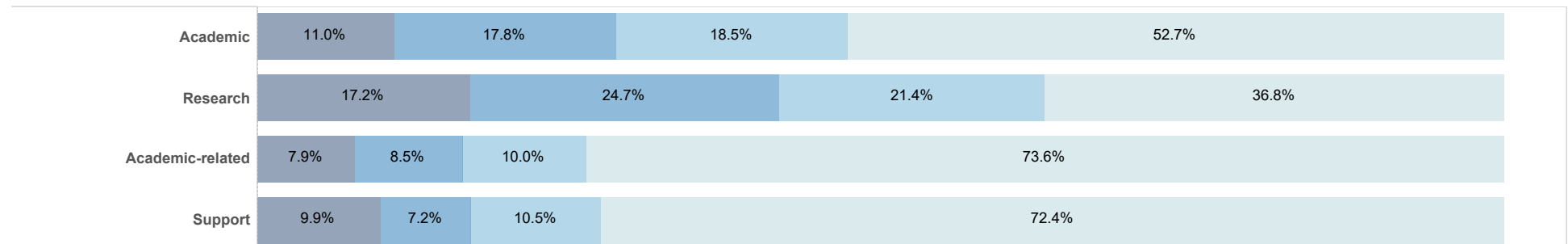


Table 8: Headcount by staff group, grade group and majority source of funding for basic salary (as at 31 July 2022)

Staff Group	Grade Group	Headcount			% of Headcount			Headcount	% of Headcount
		University funded	Externally funded	Self-funding	University funded	Externally funded	Self-funding	Total	Total
Academic	Academic	1,670	362		82.2%	17.8%		2,032	100.0%
Research	Research	732	4,096	5	15.1%	84.8%	0.1%	4,833	100.0%
Teaching & Research Support	Academic-related	359	730	3	32.9%	66.8%	0.3%	1,092	100.0%
	Support	4	3		57.1%	42.9%		7	100.0%
Professional, Administrative & Clerical	Academic-related	2,000	512	2	79.6%	20.4%	0.1%	2,514	100.0%
	Support	989	240	7	80.0%	19.4%	0.6%	1,236	100.0%
Finance - Professional & Support	Academic-related	305	22		93.3%	6.7%		327	100.0%
	Support	212	7	1	96.4%	3.2%	0.5%	220	100.0%
Computing - Professional & Support	Academic-related	541	196	1	73.3%	26.6%	0.1%	738	100.0%
	Support	81	10		89.0%	11.0%		91	100.0%
Library - Professional & Support	Academic-related	156	25		86.2%	13.8%		181	100.0%
	Support	276	11		96.2%	3.8%		287	100.0%
Museum - Professional & Support	Academic-related	73	8		90.1%	9.9%		81	100.0%
	Support	74	5		93.7%	6.3%		79	100.0%
Technical & Crafts	Academic-related	105	29	2	77.2%	21.3%	1.5%	136	100.0%
	Support	285	129	6	67.9%	30.7%	1.4%	420	100.0%
Ancillary	Academic-related	21	3		87.5%	12.5%		24	100.0%
	Support	523	20		96.3%	3.7%		543	100.0%
Grand Total		8,406	6,408	27	56.6%	43.2%	0.2%	14,841	100.0%

Comparison of all staff as at 31 July

	University funded	Externally funded	Self-funding	Missing Data	University funded	Externally funded	Self-funding	Missing Data	Total	Total
2018	7,998	5,946	33		57.2%	42.5%	0.2%		13,977	100.0%
2019	8,214	6,238	26		56.7%	43.1%	0.2%		14,478	100.0%
2020	8,455	6,181	24	7	57.6%	42.1%	0.2%	0.0%	14,667	100.0%
2021	8,225	6,308	39		56.4%	43.3%	0.3%		14,572	100.0%
2022	8,406	6,408	27		56.6%	43.2%	0.2%		14,841	100.0%

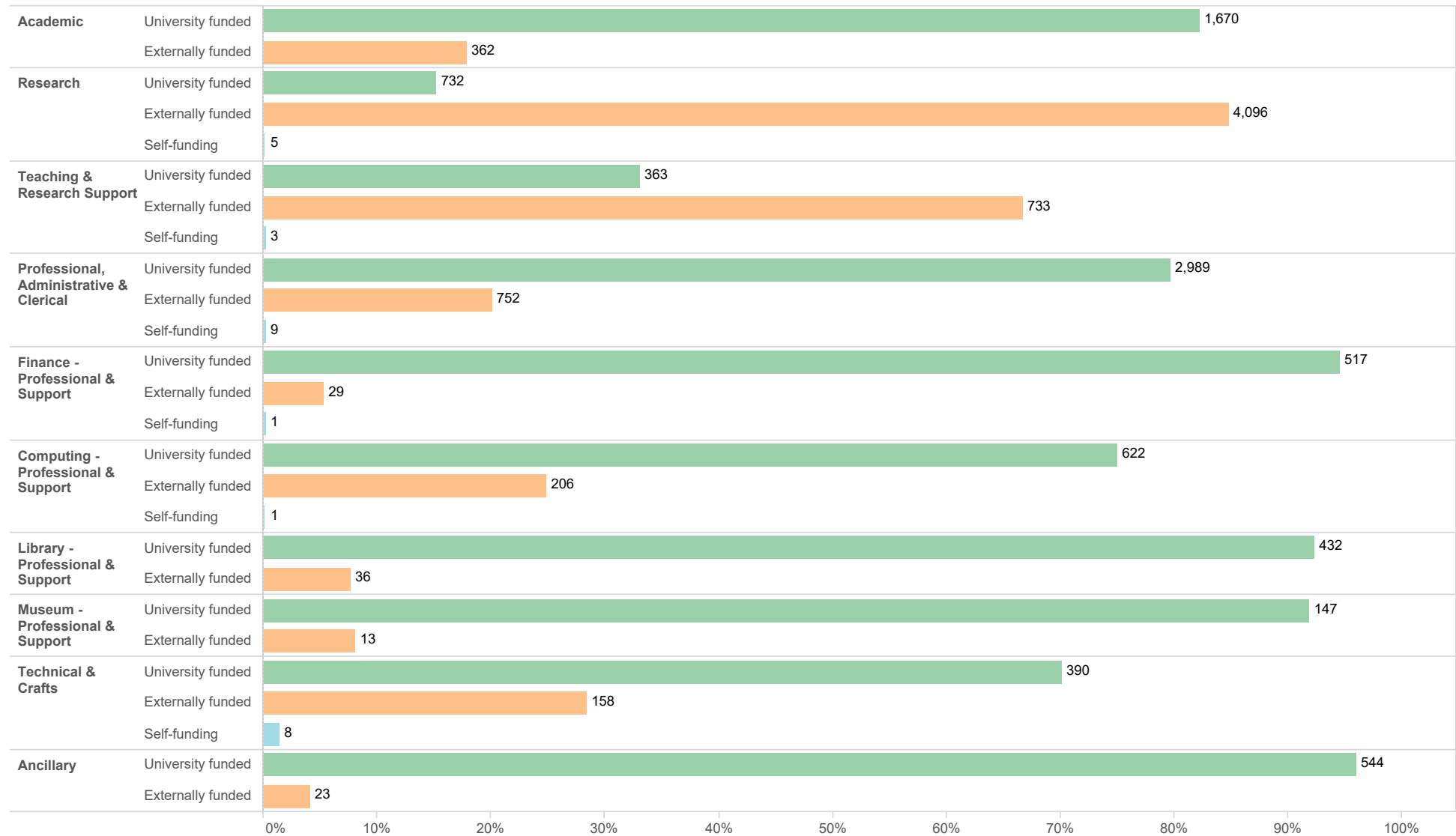
Note 1: Majority source of funding for basic salary categories are based on the following items defined by the Higher Education Statistics Agency (HESA):

(1) Source of basic salary <https://www.hesa.ac.uk/collection/c21025/a/sobs>

(2) Proportion of basic salary charged against general income <https://www.hesa.ac.uk/collection/c21025/a/pscag>

Note 2: University funded posts are defined as those which receive 50% or more funding from the University.

Figure 12: Majority source of funding for basic salary by staff group (staff in post as at 31 July 2022)



Note 1: Majority source of funding for basic salary categories are based on the following items defined by the Higher Education Statistics Agency (HESA):

(1) Source of basic salary <https://www.hesa.ac.uk/collection/c21025/a/sobs>

(2) Proportion of basic salary charged against general income <https://www.hesa.ac.uk/collection/c21025/a/pscag>

■ University funded
■ Externally funded
■ Self-funding

Note 2: University funded posts are defined as those which receive 50% or more funding from the University.

Figure 13: Headcount by funding source and year

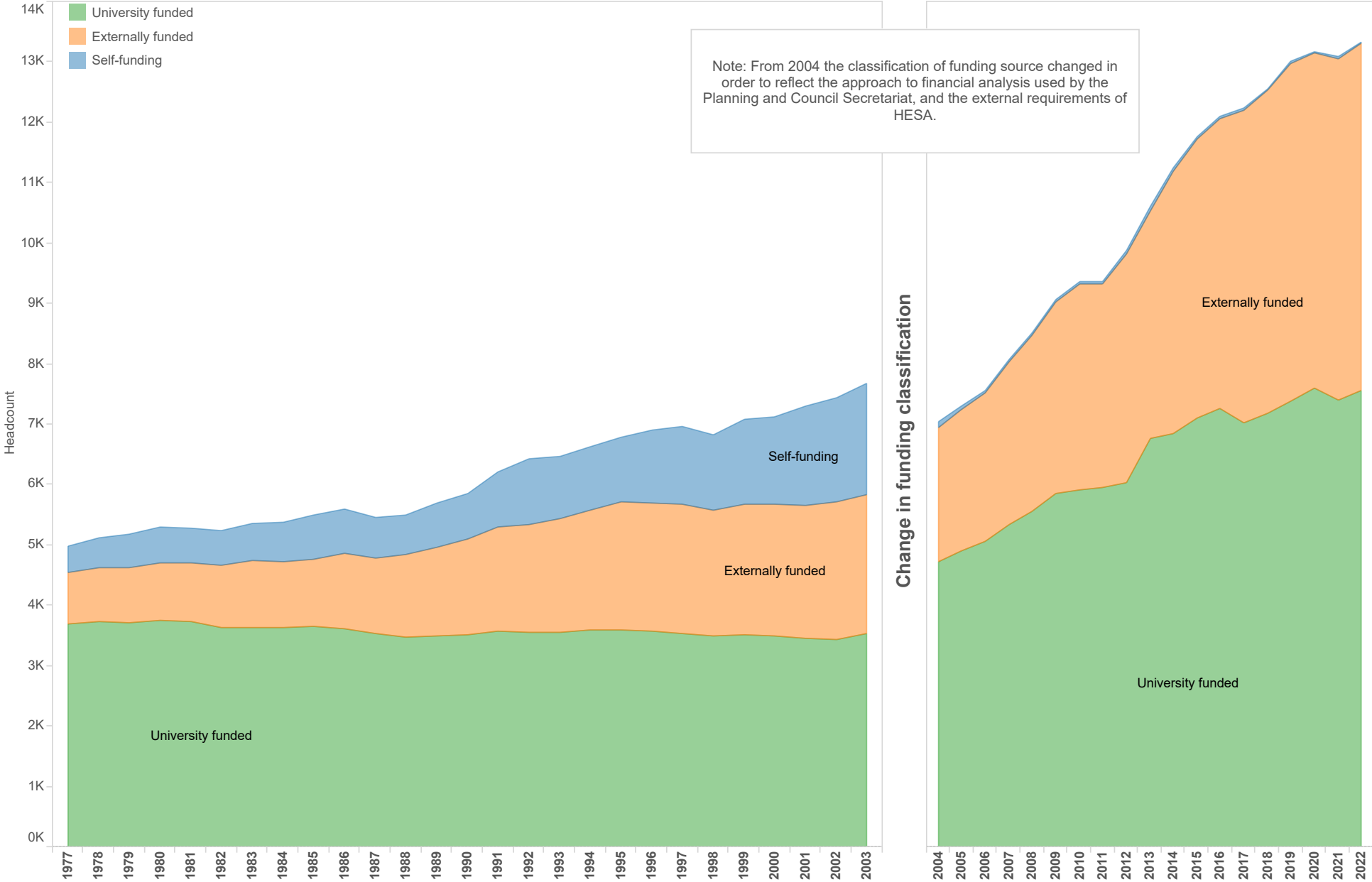


Figure 14: Age distribution by staff group as a percentage of total group headcount (staff in post as at 31 July 2022)

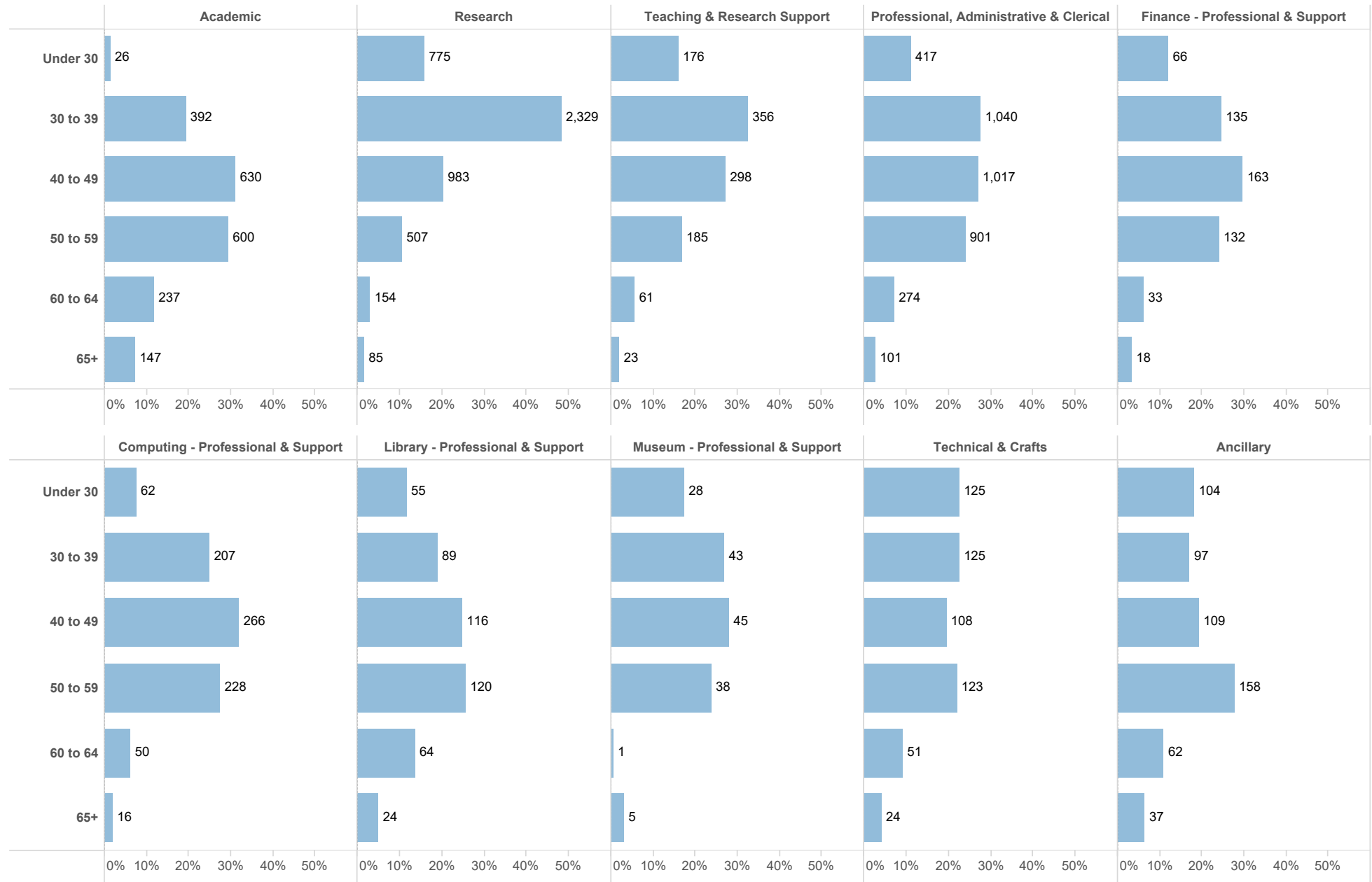


Figure 15: Age distribution by division as a percentage of total divisional headcount (staff in post as at 31 July 2022)

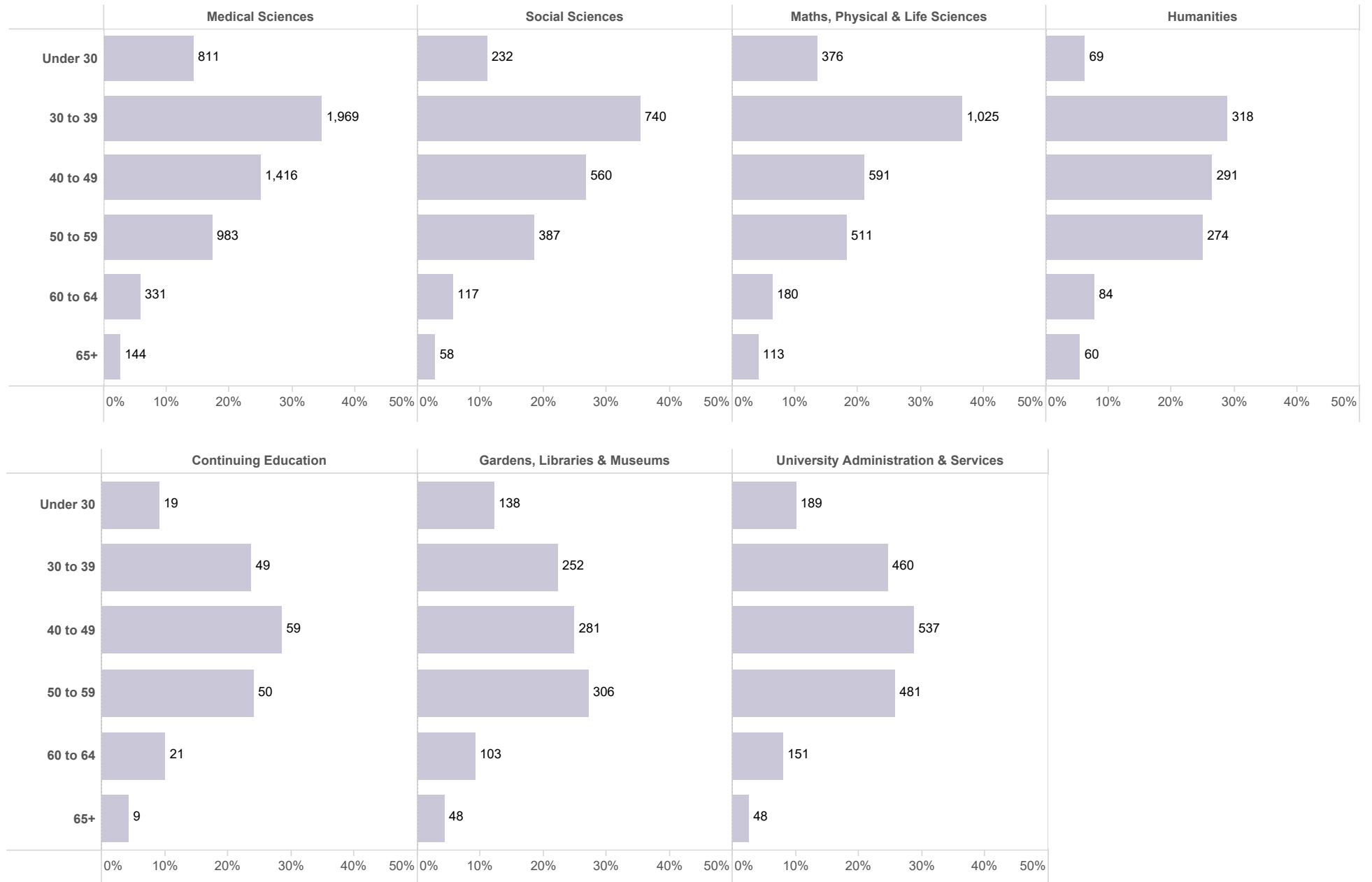


Figure 16: Headcount profile by age band and sex (staff in post as at 31 July 2022)

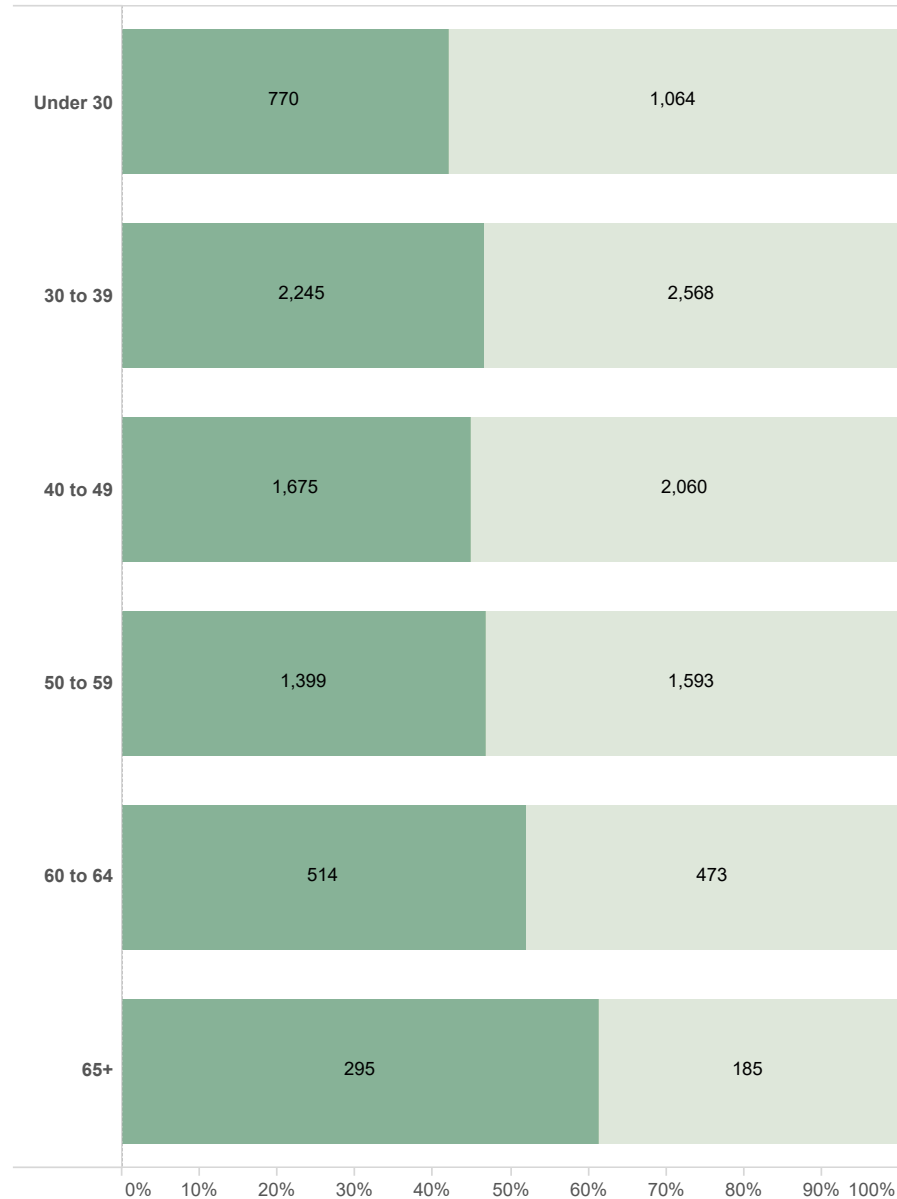


Figure 17: FTE profile by sex and staff group (as at 31 July 2022)

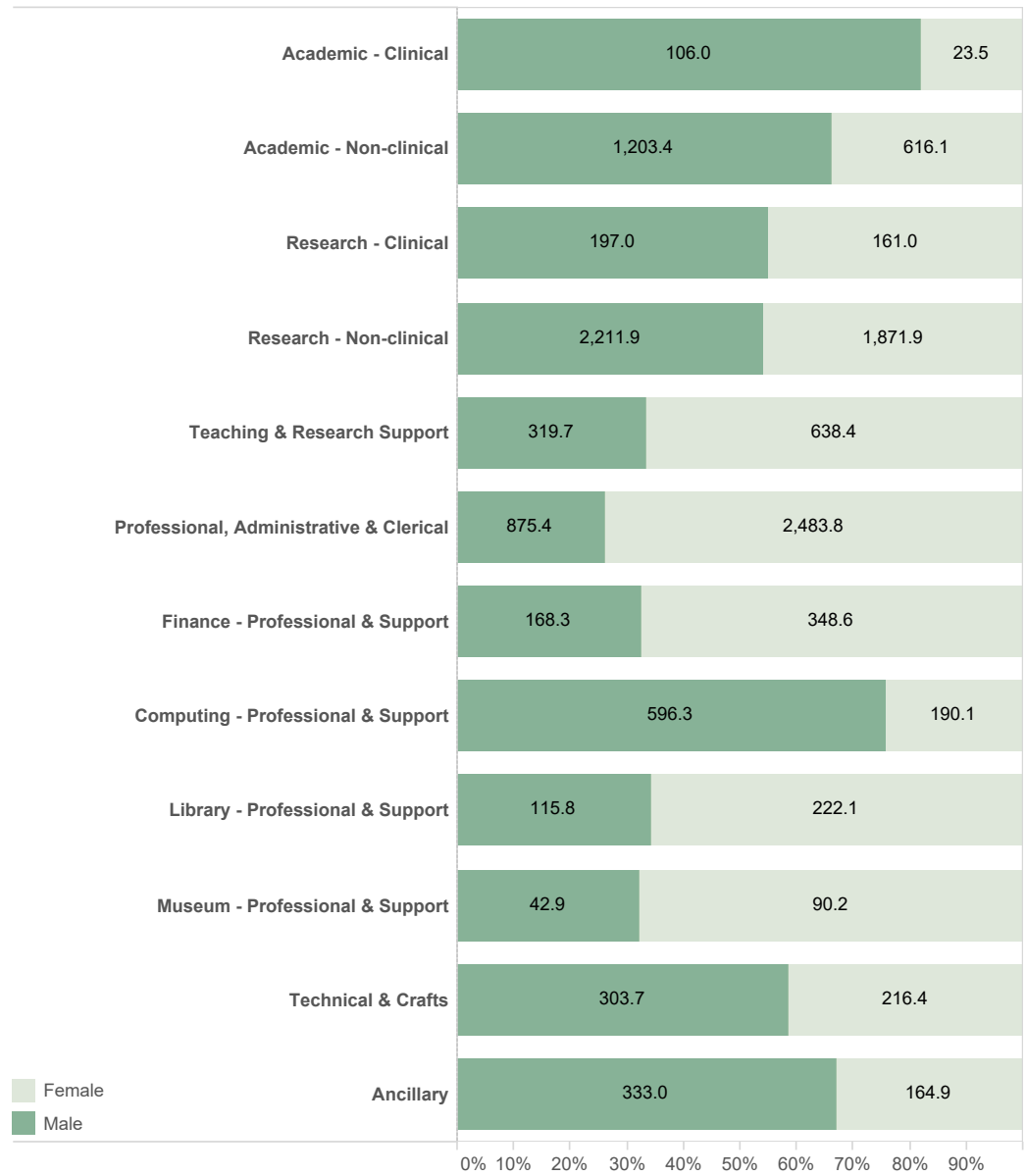


Figure 18: FTE profile by sex, staff group and grade group excluding Academic & Research staff (as at 31 July 2022)

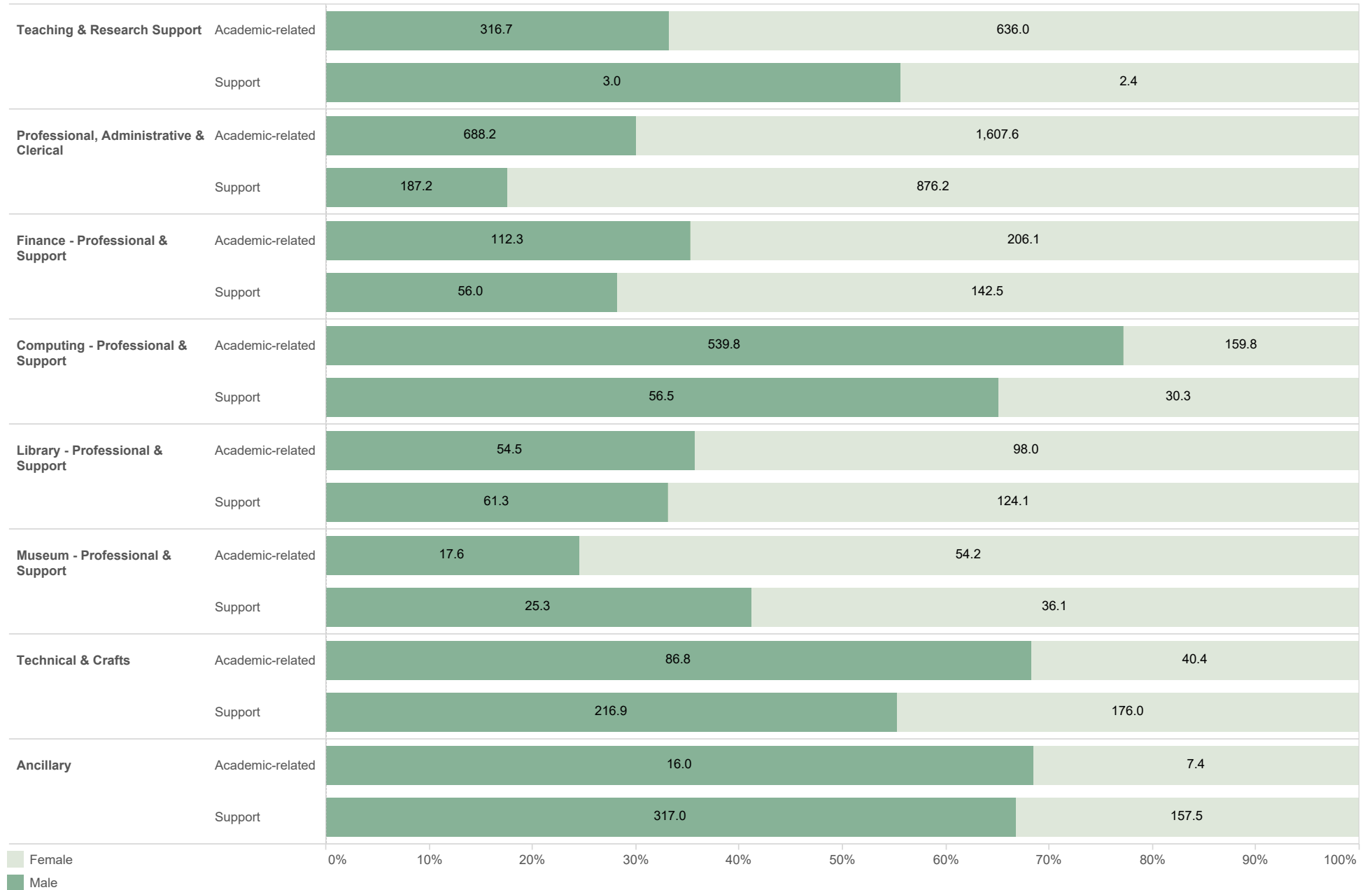


Figure 19: Sex profile of academic staff by division (FTE as at 31 July 2022)

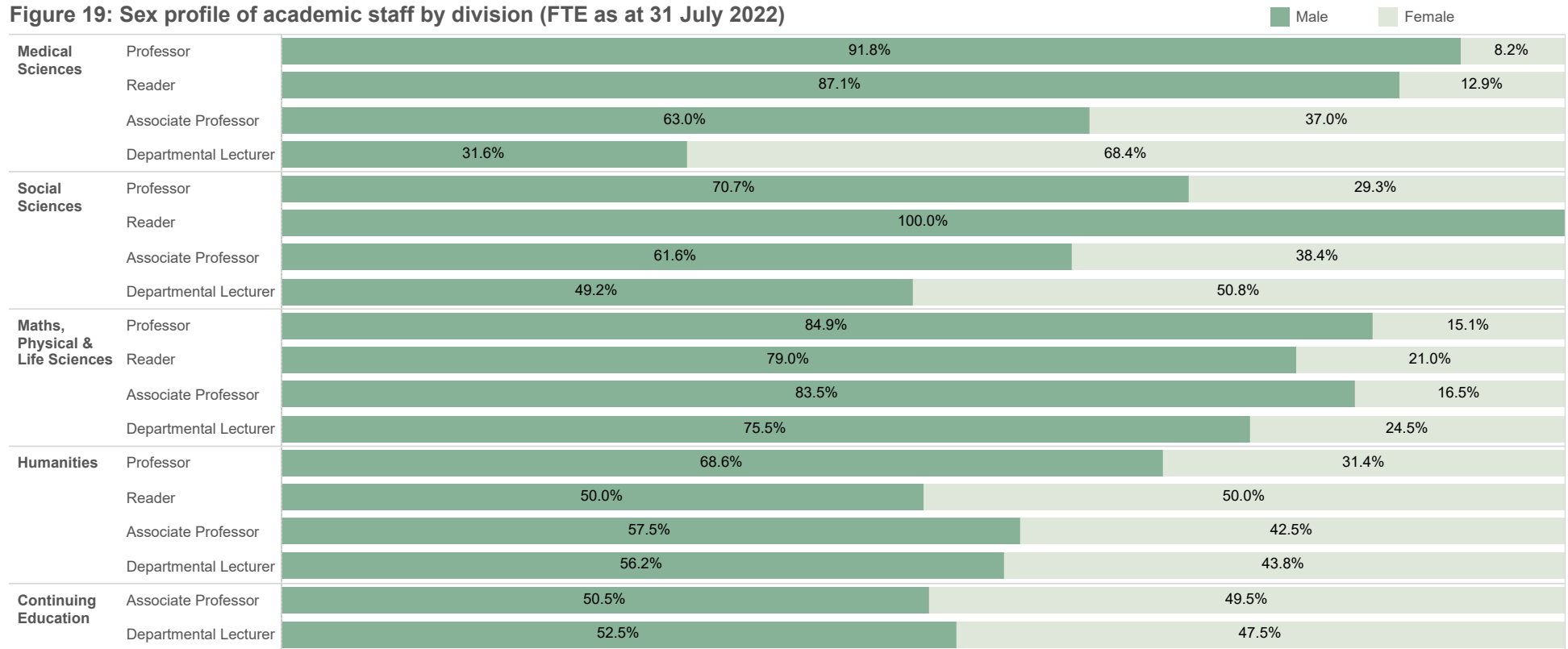


Table 9: Sex profile of academic staff by division (FTE as at 31 July 2022)

	Professor				Reader				Associate Professor				Departmental Lecturer			
	Female		Male		Female		Male		Female		Male		Female		Male	
	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE
Medical Sciences	5.0	8.2%	56.0	91.8%	4.0	12.9%	27.0	87.1%	41.1	37.0%	69.9	63.0%	14.5	68.4%	6.7	31.6%
Social Sciences	16.0	29.3%	38.6	70.7%	1.0	100.0%	121.9	38.4%	195.2	61.6%	50.0	50.8%	48.3	49.2%		
Maths, Physical & Life Sciences	8.6	15.1%	48.5	84.9%	1.0	21.0%	3.8	79.0%	60.9	16.5%	309.0	83.5%	12.3	24.5%	38.0	75.5%
Humanities	19.0	31.4%	41.5	68.6%	2.0	50.0%	2.0	50.0%	159.7	42.5%	216.1	57.5%	35.7	43.8%	45.9	56.2%
Continuing Education									10.4	49.5%	10.6	50.5%	7.5	47.5%	8.3	52.5%
Grand Total	48.6	20.8%	184.6	79.2%	7.0	17.2%	33.8	82.8%	393.9	33.0%	800.7	67.0%	120.0	44.9%	147.2	55.1%

Note 1: Royal Society Professors (grade D94) are included in the Professor group in this dashboard, although employees on this grade may be on research only contracts.

Note 2: The Professor group includes Statutory Professors and Titular Professors. The Reader group includes grades A10. The Associate Professor group includes joint appointment holders (grades beginning with '3') and Clinical Associate Professors A62 and A82. Departmental Lecturers include appointments marked with the job title 'Departmental Lecturer' in PeopleXD and Clinical Lecturer A67 and A68.

Figure 20: Sex profile of clinical and non-clinical academic staff (FTE as at 31 July 2022)

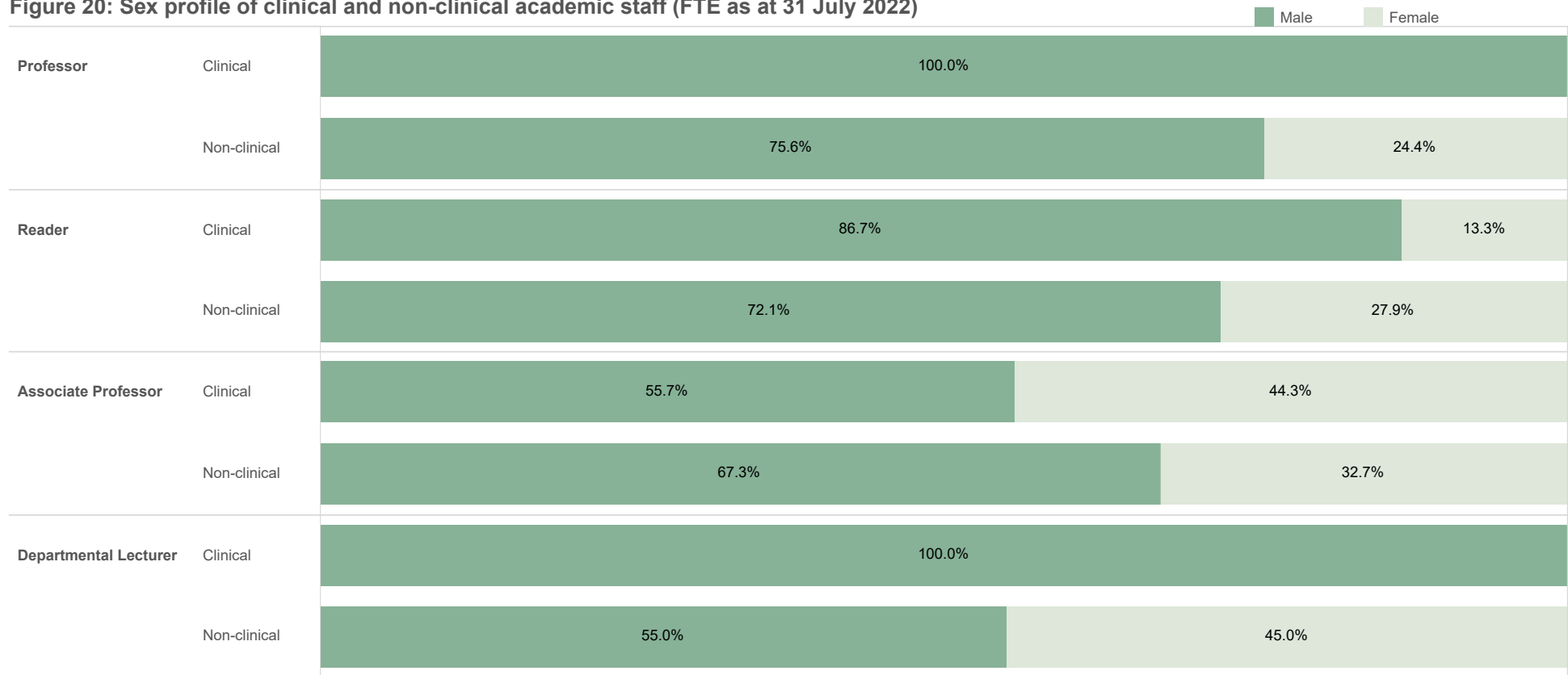


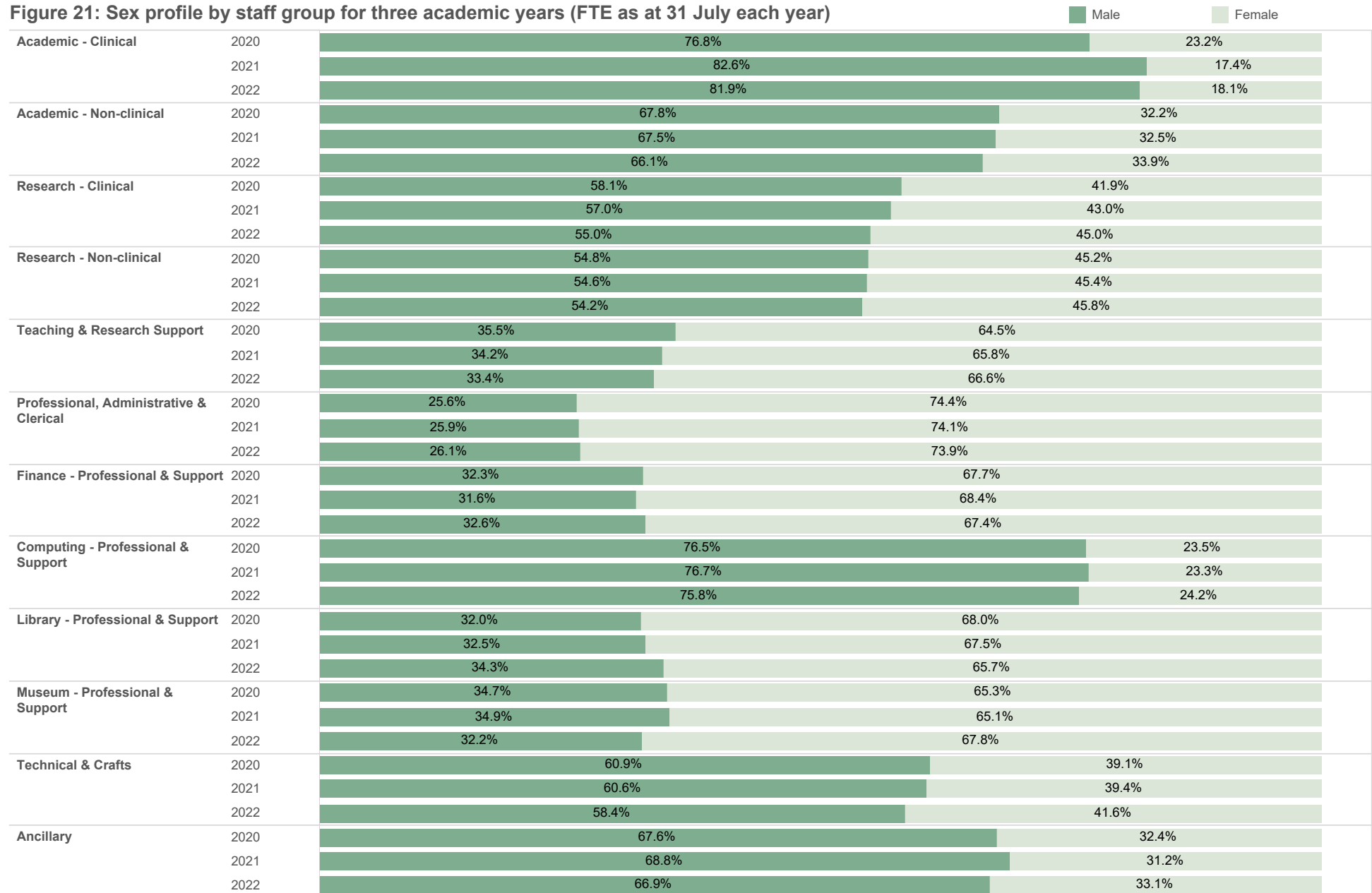
Table 10: Sex profile of clinical and non-clinical academic staff (FTE as at 31 July 2022)

	Professor				Reader				Associate Professor				Departmental Lecturer			
	Female		Male		Female		Male		Female		Male		Female		Male	
	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE	FTE	% FTE
Clinical			34.0	100.0%	4.0	13.3%	26.0	86.7%	13.3	44.3%	16.7	55.7%			0.5	100.0%
Non-clinical	48.6	24.4%	150.6	75.6%	3.0	27.9%	7.8	72.1%	380.6	32.7%	784.0	67.3%	120.0	45.0%	146.7	55.0%
Grand Total	48.6	20.8%	184.6	79.2%	7.0	17.2%	33.8	82.8%	393.9	33.0%	800.7	67.0%	120.0	44.9%	147.2	55.1%

Note 1: Royal Society Professors (grade D94) are included in the Professor group in this dashboard, although employees on this grade may be on research only contracts.

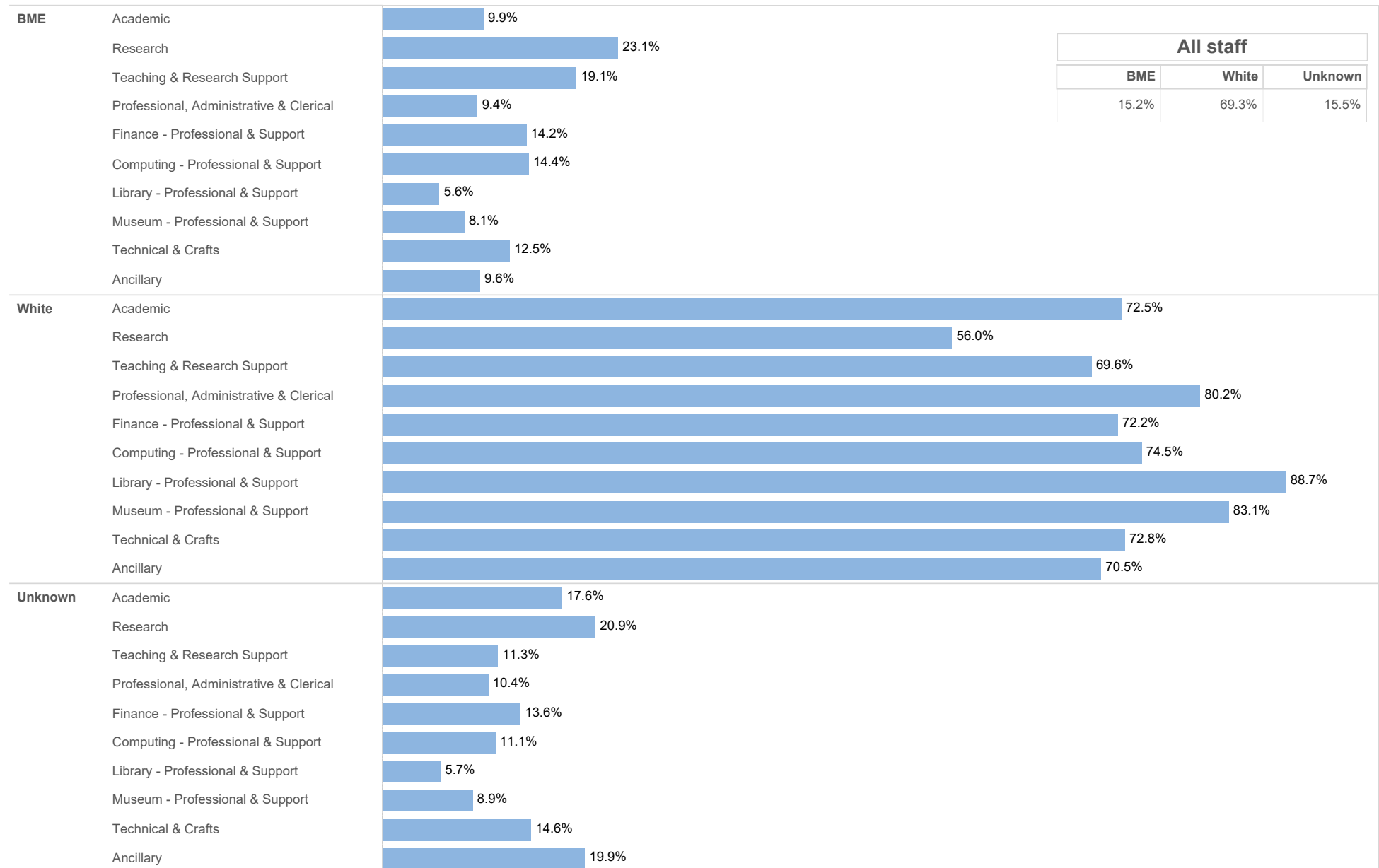
Note 2: The Professor group includes Statutory Professors and Titular Professors. The Reader group includes grades A10. The Associate Professor group includes joint appointment holders (grades beginning with '3') and Clinical Associate Professors A62 and A82. Departmental Lecturers include appointments marked with the job title 'Departmental Lecturer' in PeopleXD and Clinical Lecturer A67 and A68.

Figure 21: Sex profile by staff group for three academic years (FTE as at 31 July each year)



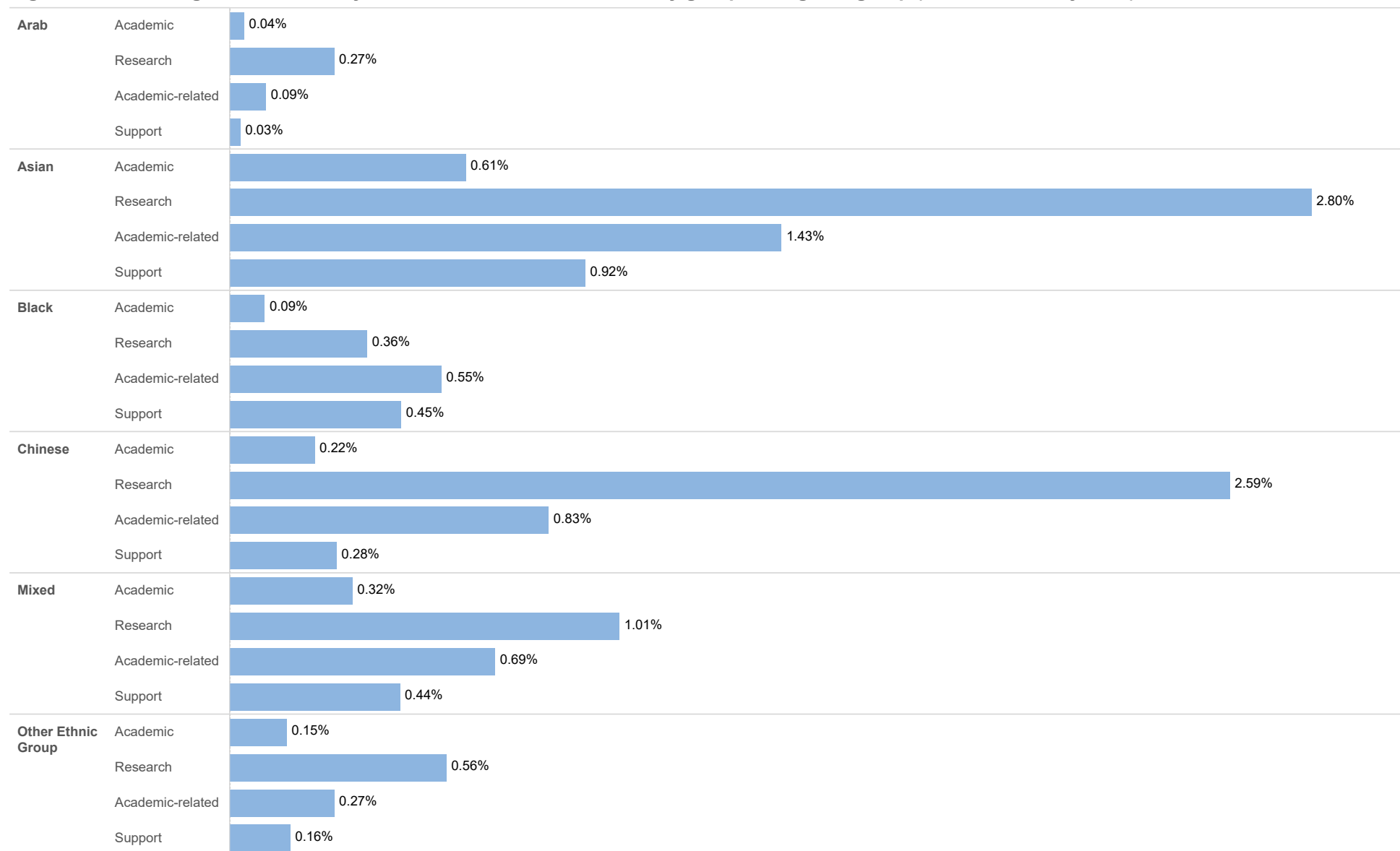
Note: Academic and research contracts are split between clinical and non-clinical based on the grade of the appointment in PeopleXD.

Figure 22: Ethnicity profile by staff group (FTE as at 31 July 2022)



Note: 'BME' is an acronym for 'black and minority ethnic'.

Figure 23: Percentage of all University staff shown across BME ethnicity groups and grade group (FTE as at 31 July 2022)

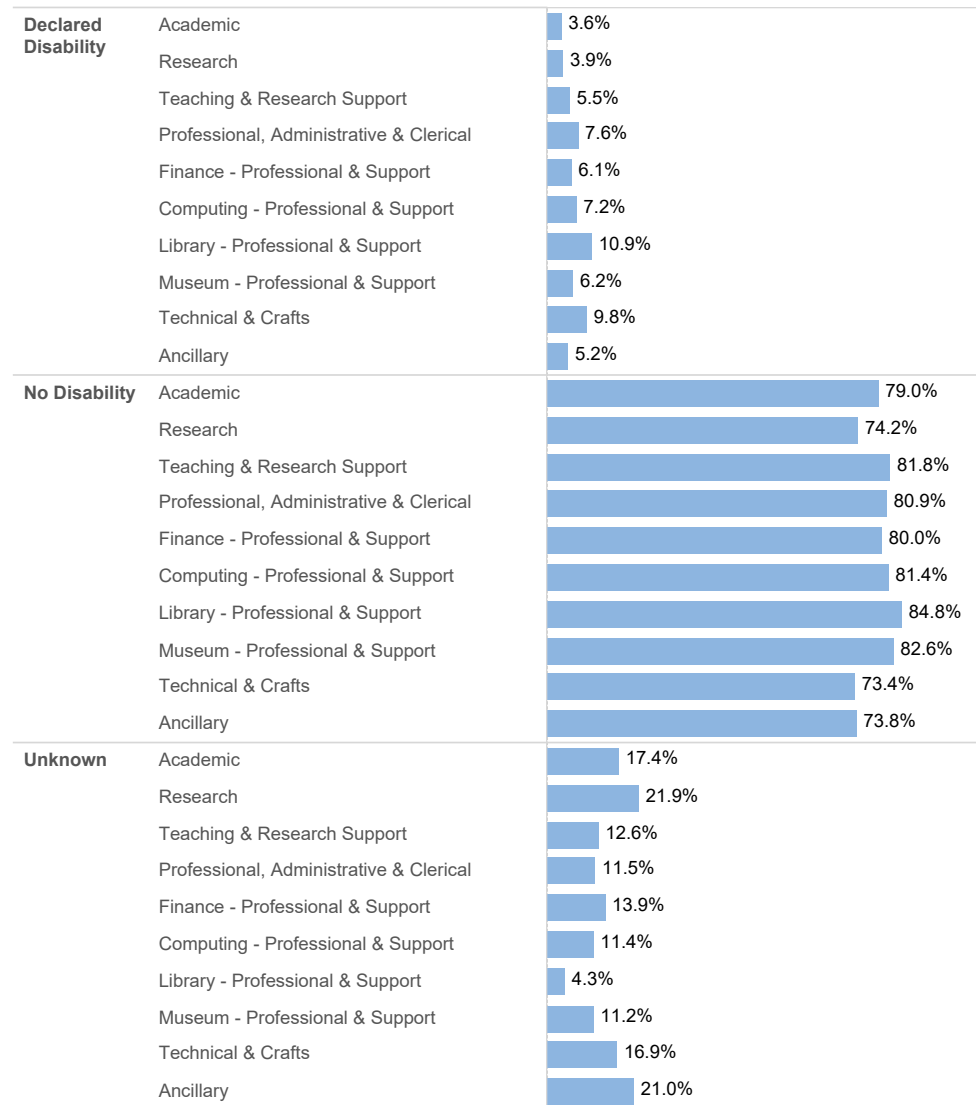


Note 1: 'BME' is an acronym for 'black and minority ethnic'.

Note 2: This figure shows details of those staff declaring BME ethnicity. Staff declaring White or Unknown ethnicity are excluded from this analysis. Percentage show the percentage of all University staff in each BME sub-group.

All staff		
Declared Disability	No Disability	Unknown
5.6%	78.0%	16.3%

Figure 24: Declared disability profile by staff group (FTE as at 31 July 2022)



Male Female

Figure 25: Declared disability and sex profile by staff group (FTE as at 31 July 2022)

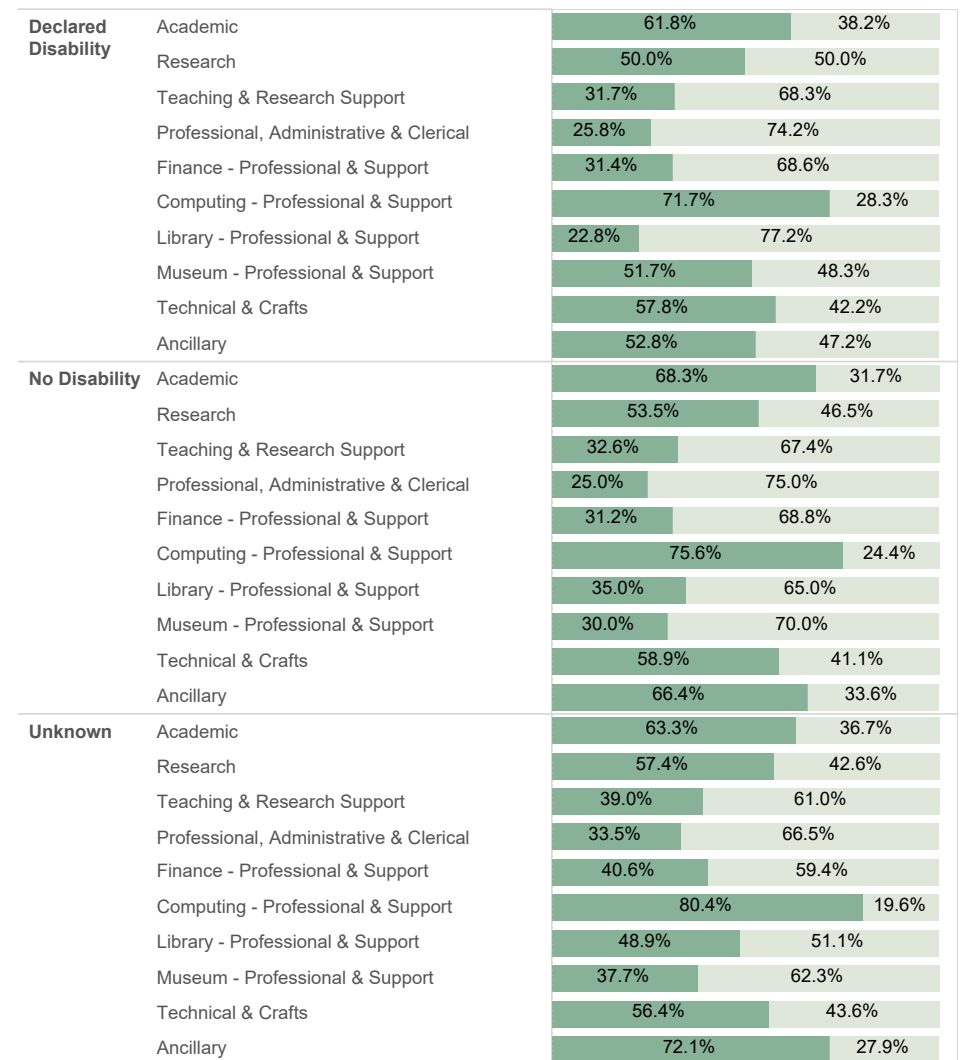


Table 11: Turnover of staff on permanent/open-ended contracts for 12 months to 31 July each year

Staff Group	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Academic	4.3%	5.1%	5.5%	4.4%	3.3%	4.6%	3.9%	4.4%	4.6%	2.6%	3.4%	3.4%	3.8%
Research	6.6%	8.4%	5.7%	5.2%	5.3%	4.7%	4.9%	6.7%	5.8%	4.5%	4.0%	5.3%	6.0%
Teaching & Research Support	2.0%	6.8%	6.7%	8.9%	3.4%	5.7%	5.4%	7.1%	7.0%	5.6%	6.1%	4.5%	9.8%
Professional, Administrative & Clerical	11.3%	11.6%	9.6%	10.1%	10.9%	10.3%	11.0%	13.4%	11.5%	11.0%	8.0%	7.1%	11.5%
Finance - Professional & Support	4.2%	9.1%	4.0%	6.6%	8.2%	12.8%	8.1%	9.3%	7.9%	6.9%	8.0%	5.5%	8.1%
Computing - Professional & Support	5.9%	7.6%	4.6%	8.0%	7.4%	10.1%	6.7%	7.5%	8.0%	7.1%	8.6%	4.9%	7.5%
Library - Professional & Support	7.7%	10.2%	9.3%	7.2%	10.8%	10.1%	12.8%	9.4%	11.8%	8.2%	10.1%	8.1%	7.8%
Museum - Professional & Support	13.2%	11.0%	8.2%	6.9%	5.2%	16.1%	9.8%	13.7%	4.9%	11.6%	10.2%	5.1%	8.8%
Technical & Crafts	8.7%	12.5%	7.1%	6.3%	6.6%	10.2%	7.0%	10.2%	8.3%	9.1%	6.8%	7.8%	12.3%
Ancillary	11.1%	17.2%	8.3%	10.7%	13.6%	11.6%	15.1%	12.6%	14.6%	11.5%	8.9%	10.9%	15.4%
Grand Total	7.6%	9.4%	7.1%	7.4%	7.8%	8.5%	8.3%	9.3%	8.7%	7.6%	6.7%	6.1%	8.8%

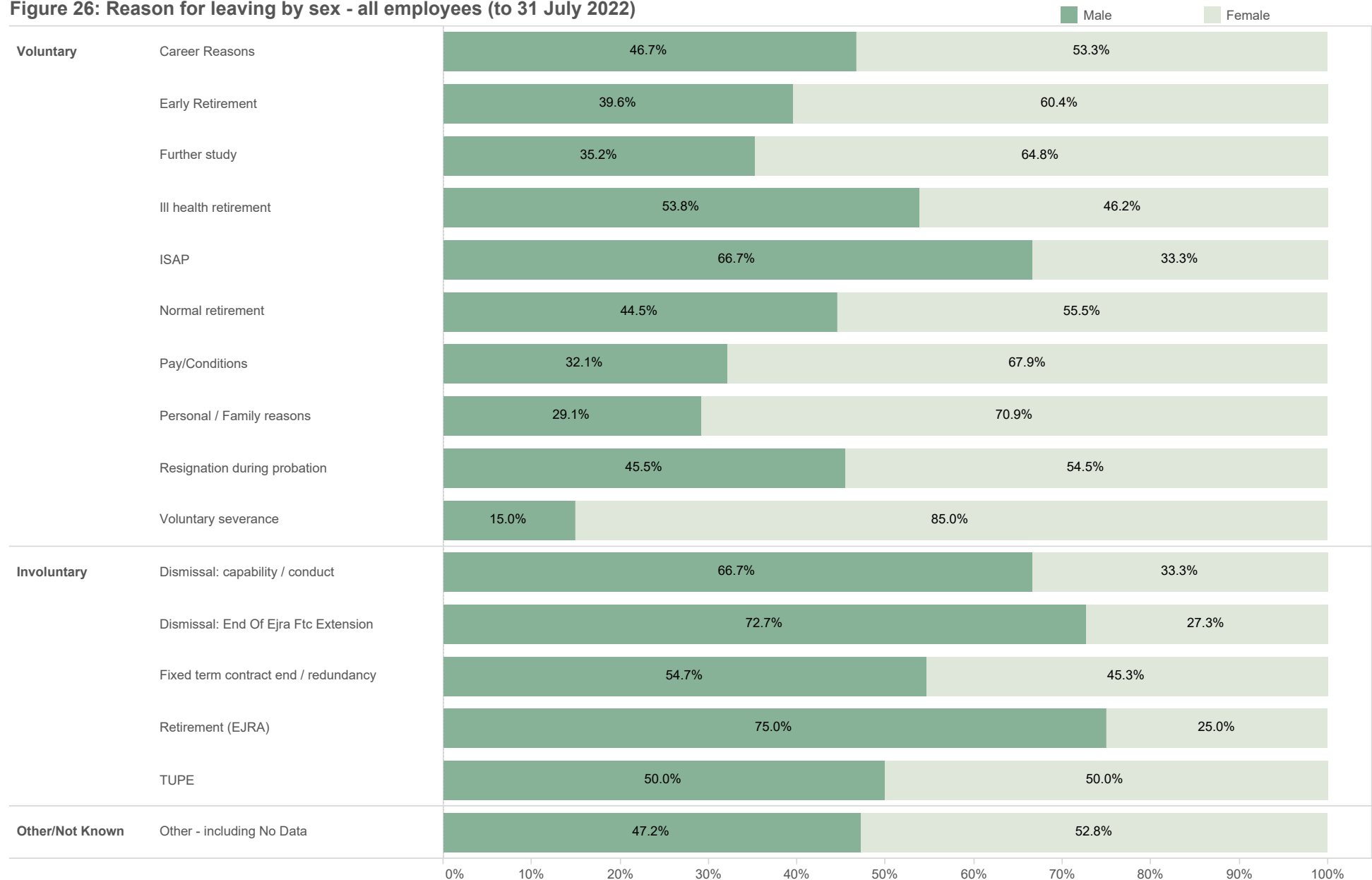
Note 1: Permanent/Open-ended employees are defined as employees with fixed hours working patterns not on fixed term contracts.
 Note 2: Turnover is expressed as a percentage and is calculated as: (Leavers in the period 01-AUG to 31-JUL / Staff in post on 1-AUG) * 100

Table 12: Reason for leaving by staff group - all contract types (to 31 July 2022)

		Academic	Research	Teaching & Research Support	Professional, Administrative & Clerical	Finance - Professional & Support	Computing - Professional & Support	Library - Professional & Support	Museum - Professional & Support	Technical & Crafts	Ancillary
Voluntary	Career Reasons	33.6%	44.8%	50.2%	48.8%	38.6%	54.6%	38.3%	47.6%	54.5%	36.8%
	Early Retirement	11.2%	0.3%	1.0%	2.4%	1.8%	4.1%	8.5%		2.3%	2.6%
	Further study		3.7%	4.3%	1.2%	1.8%			4.8%	8.0%	
	Ill health retirement	1.6%			0.9%	1.8%	1.0%			3.4%	0.9%
	ISAP				0.2%		1.0%				0.9%
	Normal retirement	16.8%	1.6%	4.8%	5.7%	14.0%	2.1%	12.8%	4.8%	9.1%	8.8%
	Pay/Conditions		0.3%	1.0%	2.3%	3.5%	2.1%	2.1%	4.8%	1.1%	1.8%
	Personal / Family reasons	0.8%	4.6%	10.5%	19.4%	22.8%	10.3%	19.1%	9.5%	9.1%	11.4%
	Resignation during probation		0.2%	1.0%	0.7%					1.1%	0.9%
	Voluntary severance		0.1%	1.0%	1.9%	1.8%		2.1%	4.8%	1.1%	1.8%
Total		64.0%	55.7%	73.7%	83.5%	86.0%	75.3%	83.0%	76.2%	89.8%	65.8%
Involuntary	Dismissal: capability / conduct			0.5%	0.2%	1.8%					2.6%
	Dismissal: End Of Ejra Ftc Extension		0.8%		0.2%						
	Fixed term contract end / redundancy	28.8%	39.9%	22.5%	12.0%	8.8%	19.6%	17.0%	23.8%	5.7%	27.2%
	Retirement (EJRA)	4.8%	0.2%				2.1%			1.1%	
	TUPE		0.9%	0.5%	0.5%		1.0%				
	Total	33.6%	41.8%	23.4%	12.8%	10.5%	22.7%	17.0%	23.8%	6.8%	29.8%
Other/Not Known	Other - including No Data	2.4%	2.4%	2.9%	3.6%	3.5%	2.1%			3.4%	4.4%
	Total	2.4%	2.4%	2.9%	3.6%	3.5%	2.1%			3.4%	4.4%
Grand Total		125	1,229	209	576	57	97	47	21	88	114

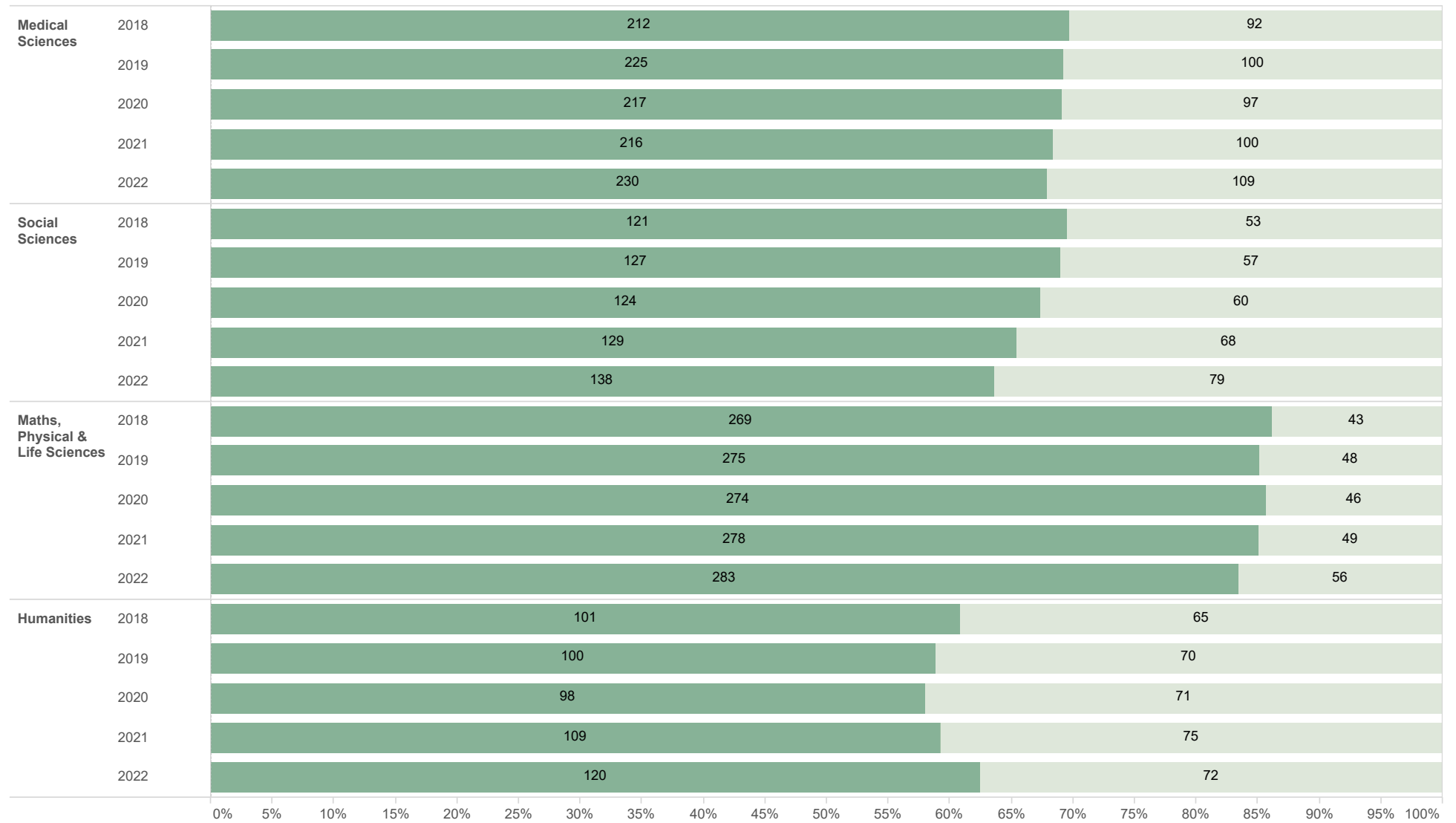
Note: 'ISAP' is an acronym for 'individual severance package'.

Figure 26: Reason for leaving by sex - all employees (to 31 July 2022)



Note: Figures are for employees with fixed hours working patterns including those on Fixed Term contracts but excluding those with a Variable Hours working pattern.

Figure 27: Sex profile of staff with a distinction title of Professor by academic division and year (staff in post as at 31 July) ■ Male ■ Female



Note 1: Distinction titles of Professor are awarded via Recognition of Distinction exercises or via the Senior Appointments Panel.

Note 2: Individuals holding the distinction title of Professor are identified by the presence of 'Titular Professor' entries in the Academic Title field of PeopleXD.

Note 3: The most recent Recognition of Distinction exercise was held in 2022. However, as the data was not in PeopleXD as of 31 July these awards are not included in the figures above.

Note 4: Bars are labelled with headcount and the size of the bars corresponds to the percentage distribution of titles across legal sex.

These tables show the number of University employees that applied for and were awarded distinction titles of Professor in each Recognition of Distinction exercise. It does not show the total number of employees with a distinction title of Professor that were in employment in any given year.

Figure 28a: Applications for Recognition of Distinction by sex (University employees) by year

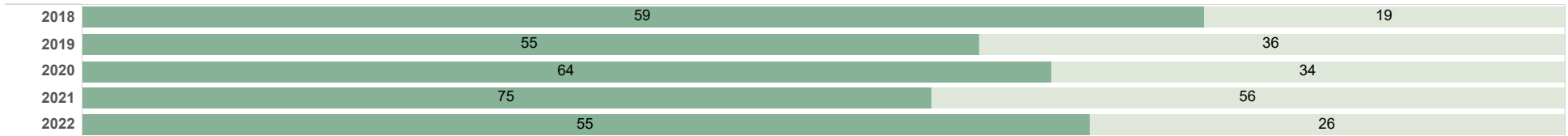
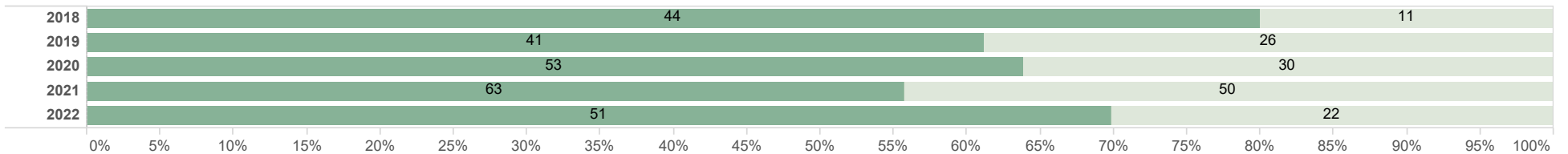


Figure 28b: Titles awarded in the Recognition of Distinction by sex (University employees) by year



Female
Male

Source: Recognition of Distinction applications and outcomes held by the Senior Appointments Team in Personnel Services combined with sex information from PeopleXD.

The latest figures are for the exercise that concluded in autumn 2022.

Figure 29: Titles awarded in the Recognition of Distinction by sex and academic division (University employees)

